



COUNCIL OF AGENCIES SERVING SOUTH ASIANS

**CASSA Annual Report
2017**

CASSA Annual General Meeting 2017



COUNCIL OF AGENCIES SERVING SOUTH ASIANS

Annual General Meeting

Friday, July 21st, 2017

**Scarborough Civic Centre
150 Borough Dr., Scarborough, M1P 4N7**

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CASSA Annual General Meeting 2017

Agenda

Council of Agencies Serving South Asians (CASSA)
Annual General Meeting
July 21st, 2017
Scarborough Civic Centre

5:30pm – 6:00pm

Registration, Networking and Refreshments

6:00pm – 6:30pm

Welcome To Annual General Meeting
Approval of Draft Agenda
Approval of last AGM Minutes
President's and Executive Director's Report
Approval of Auditor's Report – Appointment of Auditor
Nomination Report and Election of New Board Members
Adjournment of Business

6:30pm – 6:45pm

Proposal to Re-design Membership Structure

6:45pm – 7:30pm

Panel Discussion on Celebrating South Asian Leadership in Canada 150!

Zaib Shaikh - Film Commissioner and Director of Entertainment Industries, City of Toronto
Samina Talat - Senior Director of Community Health and Wellness, Canadian Red Cross
Sudarshan Gautam - First double amputee to climb Mt. Everest, Motivational Speaker

7:30pm – 8:00pm

Dinner and Networking

AGM Minutes of CASSA – August 11th 2016 at Friends House, Toronto

The meeting was called to order by Mohan Swaminathan, Chair of the Board.

The motion to approve the agenda was made by Farhat Hasan and seconded by Anjum Sultana. Akhter Ahmed made the motion to approve the previous AGM minutes, seconded by Krishna Kumar.

President's Report

Mohan Swaminathan presented the President's report as well as the Executive Director's report on behalf of Neethan Shan. 2015 was a very eventful year for CASSA since we worked on many initiatives and fundraising activities. The Toronto Mela was a great success with hundreds of people in attendance and over 50 vendors, performers, and media partners. CASSA also hosted a South Asian Gift of Life week for the first time in 2015 to promote organ and tissue donation. The awareness week reached millions of people in the GTA through an extensive campaign. Mohan also talked about the success of the second annual Brown Canada Summit as well as the 5th Annual Health Equity Summit which focused on South Asian Seniors' health. He thanked the staff, volunteers and member agencies of CASSA for their contribution and support.

Approval of the Auditor's Report

The Auditor's report was read by Sanga Achakzai. The motion to approve it was made by Farhat Hasan and seconded by Anjum Sultana. The motion to appoint David Burkes as the Auditor for 2015 was made by Farhat Hasan and seconded by Anjum Sultana.

Nomination report and Election of new Board members

Outgoing Board members Anu Sharma, Bobby Singh, Jawad Bhatti, Shaji John, Nasima Akter, Seema Nadarajah and Initha Subramaniam were thanked for their contribution to the Board. Returning Board members were Mohan Swaminathan, Anjum Sultana and Sanga Achakzai. Six new Board members inducted to the Board were Akm Alamgir, Bhagirath Patel, Dr. Mahbub Hasan, Neha Ahmed, Shirin Mandani, and Tanzina Islam. The motion to approve their election was made by Radha seconded by Farhat Hasan.

Adjournment of Business

The motion to adjourn the business was made by Shirin Mandhani and seconded by Sanga Achakzai.

Message from the Chair – Board of Directors

Council of Agencies Serving South Asians (CASSA)

Dear CASSA members:

On behalf of CASSA board, it is with pleasure that I welcome you all to our Annual General Meeting. The Board members of CASSA value and recognize your incessant support and active participation in our various projects and many new initiatives that took place in the year of 2016. It is without a doubt, through your support and enthusiastic involvement that CASSA has advanced towards its strategic directions and has maintained its efforts around social justice, anti-oppression, anti- racism, promoting diversity, health equity, youth leadership and civic engagement within the South Asian community.

Year 2016 was remarkably eventful, with several initiatives that were aimed at further enhancing CASSA’s mission, vision and values. The year began with Youth Matters Forum followed by Seniors Matters Forum; campaigns which commenced with a goal to explore and address issues South Asian youth and seniors face today. Also, this year, CASSA in partnership with the Chinese Canadian National Council Toronto Chapter (CCNC Toronto) effectively hosted a reception in commemoration of Asian and South Asian Heritage Month, to celebrate civic engagement and identify barriers to civic participation.

This year was also highlighted by CASSA’s South Asian Heritage Month Poster, which was successfully launched at Markham Convergence Centre. The poster was to showcase and celebrate six South Asian Canadians who made significant contributions to protecting Human Rights and promoting Equity in Canada. The end of Racism Free Ontario campaign signified a highpoint for CASSA as it succeeded in getting Anti- Racism Directorate established in Ontario. As well, we are exhilarated to have touched new heights in the 2nd Annual South Asian Gift of life week, reaching more than 2 million people in Ontario through Social media, community events and visiting community centres.

For the very first time in the history of CASSA, this year we launched “Scarborough South Asian Film Festival; through a social justice lens”, where short films and documentaries were presented to highlight the unique experiences of South Asian communities. The films ranged from topics of racism, discrimination, violence against women and other themes under the umbrella of social justice. Also, our Annual Gala dinner was a successful event and was attended by over 200 guests. The theme was “celebrating South Asians in Civic leadership “with a focus on acknowledging the contributions of South Asians in Canada.

This year we will continue to strive towards achieving our strategic goals, strengthen our existing programs, and introduce many new projects and initiatives. We look forward to your continued support and participation, and the hard work that CASSA's ED, staff and much valued volunteers have put in; without which, CASSA’s goals will be hard to achieve and its success will be less assured.

Thank you.

Sanga Achakzai
Board Chair

Message from the Interim Executive Director

Council of Agencies Serving South Asians (CASSA)

Dear Friends and Supporters of CASSA,

It is with great pleasure that I share with you a glimpse of what CASSA was up to in the year 2016 and some of our exciting plans moving forward in 2017 and 2018! In 2016 CASSA moved in full force towards its five year strategic priorities and directions for 2016 to 2020. These priorities include Immigration and smart settlement, Poverty reduction, Health equity, Anti-racism and anti-oppression, and Women’s rights. Throughout 2016, CASSA looked for new and innovative ways to enhance social justice in these five priority areas.

The biggest highlight of the past year was our work with the Trillium Gift of Life Network to conduct the third year-long campaign to raise awareness about organ and tissue donation in the South Asian communities in the GTA. Last year’s campaign was by far the most successful campaign year so far; reaching over 6 million people in Ontario! The campaign gained the attention of many South Asian communities as well as the interest of mainstream media outlets such as the CBC! CASSA also partnered with the Ontario Sikhs and Gurdwara Council to bring organ and tissue donation as the main cause of the Khalsa Day Parade 2016, the third largest parade in Canada with over 85,000 attendees!

Another major highlight of the 2016 year for CASSA was the establishment of the Anti-Racism Directorate in the Province of Ontario. Thanks to many years of hard work from past CASSA staff as well as other social justice agencies and committees such as the Colour of Poverty – Colour of Change Steering Committee, the Government of Ontario finally established an Anti-Racism Directorate aimed at fighting systematic racism in Ontario. CASSA held its annual Racism Free Ontario Forum in March 2016 to celebrate this victory and to gain input from agencies and communities on what the priorities and strategies of this Directorate should be. This event was a great success with a packed auditorium of stakeholders with some even on a waiting list to get in! CASSA will continue to act as an advisor to the Ministry responsible for the Anti-Racism Directorate on issues that affect South Asian communities in Ontario.

Some of the other events and projects CASSA worked on in 2016 include the Youth Forum, Seniors’ Forum, Civic Literacy Campaign, the first ever South Asian Heritage Month Poster, Asian and South Asian Heritage Month Reception at City Hall, a very successful 6th Annual Health Equity Summit on women’s health, a community forum on Mental Health and Sexual Health, CASSA’s first South Asian Film Festival, and finally to end the year off, the CASSA Gala Night! You will find more detailed information on each of these projects and events below. Aside from these events, CASSA also changed its office location to 5200 Finch Ave East in Scarborough to continue to serve diverse South Asian agencies and communities in Ontario. As you will see continue to see in this report, 2016 was indeed a busy year for CASSA!

In 2017, CASSA continues to strive to improve social justice issues and advance our strategic priorities. This year has been a transition year for CASSA as we experience some changes in our operations. Outgoing Executive Director, Neethan Shan, was elected to Toronto City Council and resigned from his position in February, 2017. As an experienced past Project Manager with CASSA, I was appointed to the position of Interim Executive Director for the transition phase to ensure CASSA maintains its partnerships, presence in the community, relationships with member agencies, and grants to sustain the wonderful work

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we have done in the past three decades. Over the course of the summer, CASSA has applied to multiple institutions and government sources for additional grants for exciting new projects that directly advance our five strategic priorities. Please keep checking the CASSA website and social media on updates on the grants being awarded to CASSA by the end of this year and the list of new projects we will be working on in 2018.

I would like to personally thank all member agencies, member individuals, past and present staff, past and present board of directors, interns, co-op students, summer students, volunteers, and all other friendly supporters of CASSA for continuing to put your trust in CASSA to advance the social, economic, political and cultural outcomes of South Asian communities living in Ontario. I would also like to thank all supporters and partners for their continued patience as the Board and staff of CASSA work through this transition phase towards continued stability and accountability. We look forward to working in collaboration with you to advance our shared objectives and request your continued support and involvement in CASSA's initiatives.

With warm regards,



Samya Hasan
Interim Executive Director

CASSA 2016 Highlights

South Asian Gift of Life Campaign

CASSA has been collaborating with the Trillium Gift of Life Network (TGLN) since 2014 to promote organ and tissue donation registration in the South Asian community through the South Asian Gift of Life (SAGL) campaign.

In 2016 CASSA partnered with a great group of media organizations, faith groups, politicians, and social activists who supported South Asian Gift of Life Campaign! These partners include:

Partners	Campaign URL
Media	
Canadian Multicultural Radio	beadonor.ca/cmnr
Saaz O Awaz Radio	beadonor.ca/saazoawaz
Arifa Muzaffar Show	beadonor.ca/arifamuzaffarshow
Weekly Voice	beadonor.ca/weeklyvoice
Gujrat Weekly	beadonor.ca/gujaratweekly
Weekly Bangla Mail	beadonor.ca/banglamail
Vanna Thamil Radio	beadonor.ca/vtr
Sanjha Punjab	beadonor.ca/sanjhapunjab
Canadian Tamil Radio	beadonor.ca/ctr
The South Asian News	beadonor.ca/southasiannews
Can Asia Television Network	beadonor.ca/canasia
Faith	
Shaykh Yusuf Badat	beadonor.ca/shaykh-badat
Ontario Sikhs and Gurdwara Council	beadonor.ca/khalsaday
Vishnu Mandir	beadonor.ca/vishnumandir
Sri Varasithi Vinayagar Temple	beadonor.ca/varasiththivinayagar
Sanatan Mandir Cultural Centre	beadonor.ca/sanatanmandir
The Canadian-Muslim Vote	beadonor.ca/muslimvote
Champions	
Councillor Gurpreet Dhillon	beadonor.ca/gurpreet-s-dhillon
MP Bob Saroya	beadonor.ca/bob-saroya
MP Ruby Sahota	beadonor.ca/ruby-sahota
MPP Harinder Malhi	
MP Salma Zahid	beadonor.ca/salma-zahid
Dr. Varagunan	beadonor.ca/vara-mahadevan
Dr. Devendra Mishra	beadonor.ca/devendra-mishra
Anujan Mahendrarajah	beadonor.ca/anujan-mahendrarajah

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In April 2016, 85,000 people marched from the Canadian National Exhibition to Toronto City Hall to celebrate the Sikh New Year – and learned something about organ and tissue donation along the way. More than 30 volunteers with the Council of Agencies Serving South Asians (CASSA) informed and distributed pamphlets to thousands of attendees about Ontario’s after-death organ and tissue donation campaign. In 2016, organ and tissue donation was the official cause at Khalsa Day, an annual Sikh festival that draws the third largest crowd of any parade in Canada. This foot traffic was crucial for CASSA’s goal of raising awareness for the cause among South Asians. Some people even registered their consent to be organ donors on the spot, whereas others were hearing about organ and tissue donation for the first time.

From October 16th to 22nd 2016, CASSA hosted a very successful 2nd Annual South Asian Gift of Life Week, to raise awareness about the need for registration for organ and tissue donation in South Asian communities in the GTA. The 2nd Annual South Asian Gift of Life Week reached more than 2 million people in Ontario through media, four community events, an official poster, a YouTube ad, a social media campaign, and visits to places of worship, community centres, businesses, and other public places. GTA’s well-known faith leaders and spokesmen explained their faith perspective in great detail at the community events which were held in Scarborough, Mississauga, Brampton and Markham. Some speakers included Dr. Budhendra Nath Doobay, Pandit Roopnath Sharma, Dr. Devendra Mishra, Shaykh Yusuf Badat, Shaykh Omar Subedar, Imam Habeeb Alli, Ranbir Singh Perhar, and Dr. Parminder Singh. The week received great support from many community leaders, faith leaders, medical professionals, transplant recipients, and donor families. Many prominent South Asian politicians co-hosted many community events with CASSA including MP Salma Zahid, MP Ruby Sahota, MP Bob Saroya and Councillor Gurpreet Dhillon.

Overall, CASSA was able to reach over 6 million people from in Ontario through the 2016 South Asian Gift of Life campaign making it the most successful campaign year to date!

Health Equity Summit

CASSA had its 6th Annual Health Equity Summit in partnership with Professor and Research Chair in Urban Health at the Daphne Cockwell School of Nursing and Co-Director of the Centre for Global Health and Health Equity at Ryerson University on September 27th, 2016. This year’s focus was on Immigrant Women’s Health and Well Being through an Intergenerational Approach. The sub themes of the Summit were:

1. Women’s Mental Health, Sexual Health, Chronic Health, Violence against Women
2. Women’s Social Determinants of Health: Employment, Settlement and Immigration, Education, and Income and Poverty
3. Women’s Life-Span Approach from Adolescence, Middle Age, and Seniors

The facilitated discussions addressed gaps in these three sub themes. Challenges faced by women in regards to their mental, sexual and chronic health include language barriers, structuralized violence and patriarchy and lack of outreach activities for women. The challenges faced by women due to immigration and settlement include the mental pressure faced by South Asian immigrants due to their unfamiliarity with the labour market, lack of appropriate training and the lack of policies for internationally trained professionals to be assimilated in the Canadian workforce. The challenges discussed regarding women’s lifespan approach from adolescence, middle age and senior include lack of social support, conflict between

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parents and children and the difficulty in finding the balance where both parties are happy as well as the lack of counselling support.

The recommendations for combatting women's' mental, sexual and chronic health include more outreach activities, educating members of the South Asian communities about the different types of violence (mental, physical, emotional), increased involvement of men to promote women's' wellbeing as well as the increased access to physician services. There is also increased need for policy changes that are catered towards the South Asian population. The recommendations discussed for health issues faced due to immigration and resettlement include making child care more accessible, opening of more childcare facilities as well as subsidized healthcare facilities. The discussions also highlighted the importance for considering the income of parents or single mothers for those who are not on social insurance. The recommendations for combatting health issues through the subtheme of the women's' lifespan approach from adolescence to middle age to senior include more after school social services programs, increased access to community doctors and public health nurses, having open discussions with parents about sexual health starting from puberty, along with more immigration consultation services that are available in many different languages

Seniors Matters Forum

On April 12, 2016, at Scarborough Civic Centre CASSA organized a Seniors Matters Forum. The event was conducted by our Senior Engagement Facilitator intern, Ashitava Halder with the extensive support of CASSA staffs and other placement students. The objectives of the Seniors Matters Forum was to discuss, learn and share about the rights and resources that assist seniors with issues such as income/old-age benefits, health, housing, recreation, transit, and language. With a total of forty-eight attendees, CASSA hopes to subsequently create a strategic plan based on the discussions that took place at the Forum.

Attendees included seniors from the Bengali, Tamil, Punjabi, Gujarati communities, various media outlets, community development workers, government representatives, and representatives of federal ridings. The agenda for the day was packed with important discussions and began with the registration of participants. The event was then inaugurated with a welcoming speech from Executive Director of CASSA, Neethan Shan. After that, on behalf of Salma Zahid M.P., Scarborough Centre, Ms. Ethel gave a special message during the event. On behalf of Arnold Chan, M.P., Scarborough-Agincourt, Mr. Chen gave also a special message during the event. Andrea Auston, Policy Development Officer from representing the City of Toronto gave a valuable presentation about present Seniors' Strategy within the city. However, during our large group discussions, seniors mentioned a variety of issues with recommendations relating to seniors services. Some of the issues raised were the increasing costs of house rent, a lack of privacy, long waiting period for government housing, problems with the current old-age benefit plan, a lack of safety, a lack of diversified recreational indoor games and outdoor games, an inadequate transit support and a lack of learning space to learn English.

Overall, the Seniors Matters Forum, allowed CASSA an insight into the problems faced by South Asian seniors and what could be done to better implement their concerns into a strategic plan better suited for South Asian Seniors.

Youth Matters Forum

CASSA started the Youth Matters initiative in February 2016. The goal of this campaign was to explore and address issues South Asian youth face today related to Employment, Education, Health, Arts & Culture and Law & Justice. The main reason for this initiative was for wanting youth to take full advantage of existing programs and services.

On Saturday, April 9th, 2016 we had 54 people in attendance for the Youth Matters Forum. Our speakers for the forum were:

- Chavon Niles – PhD Candidate, Senior Coordinator Accessibility Initiative (OCASI)
- Juanita Nathan – Youth Worker (YouthLink)
- Jabari Linsday – Youth Development Manager (City of Toronto)

We reached out to many executive directors and senior staff members to refer us to South Asian youth workers who they felt deserved recognition for exceptional work with youth in their organization. Though many candidates were not available to attend the forum, we confirmed 4 youth workers to profile and celebrate. They are:

- Abhirami Balachandran – Canadian Tamil Youth Development Centre
- Bharathy Vivekanantham – South Asian Autism Awareness Centre
- Irum Nazir – WoodGreen Community Services
- Tahmid Rouf- Bangladeshi-Canadian Community Services

We asked each of the youth workers to nominate a youth that they've worked with and who they see potential in. All of the youth workers felt these youth deserved recognition for their strong contribution in the community. They are:

- Aisha Parven
- Aravinth Raveendran
- Faiyaz Mustafiz
- Genica Jeganathan

By April 9th, we created a resource booklet; compiling a total of 50 specific programs from different agencies regarding Employment, Education, Arts & Culture, Health and Law & Justice (10 each). It also includes a biography of the celebrated youth workers and youth.

For a PDF version of the resource booklet, please contact Ayman Almaghrabi: ayman@cassa.on.ca.

Racism Free Ontario

The Council of Agencies Serving South Asians in partnership with the Colour of Poverty – Colour of Change, hosted the annual Racism Free Ontario Forum on March 21st, 2016, the International Day for the Elimination of Racial Discrimination. The forum was the final part of the annual Racism Free Ontario Campaign.

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The Racism Free Ontario Campaign introduces a few set objectives. It set to create a broader public awareness so that Ontarians accept and acknowledge that racism (structural, institutional, and individualized) continues to exist in our daily lives. The campaign set out to support and promote people who are working on anti-racism related initiatives so that they feel encouraged and motivated to carry on. Furthermore, it wants to showcase and profile initiatives addressing racism and promoting access, equity, and inclusion in order to build momentum, strength, and capacity that will ensure our collective anti-racism work in Ontario becomes sustainable, collaborative, and impactful. Lastly, the Racism Free Ontario Campaign wants to advocate for public policy changes along with institutional and structural changes to create a more racially just province of Ontario.

The Racism Free Ontario forum – which was the final part of our annual Racism Free Ontario Campaign – was attended by a plethora of passionate members of the community who had the opportunity to listen to speeches presented by NDP Leader Andrea Horwath and MPP Gila Marlow. In addition, the 110 guests in attendance took part in discussing the Anti-Racism Directorate; specifically providing input and suggestions about its formation and function, which contributes to Ontario’s Anti-Racism Directorate.

The following list of organizations was some of the organizations who were in attendance:

- Access Alliance Multicultural Health and Community Services
- Bangladeshi-Canadian Community Services
- Birchmount Bluffs Neighbourhood Centre
- Centre for Immigrants and Community Service
- Council of Agencies Serving South Asians
- Heart and Stroke Foundation
- LAMP Community Health Centre
- Metro Toronto Chinese and Southeast Asian Legal Clinic
- Ontario Council of Agencies Serving Immigrants
- Ontario Association of Interval and Transition Houses
- Ontario Human Rights Commission
- Ontario Public Service Employees Union
- Skills for Change
- Social Innovations
- South Asian Legal Clinic of Ontario
- South Asian Women’s Centre
- Springtide Resources
- TAIBU Community Health Centre
- University of Toronto Mississauga Campus Student Union
- Warden Woods Community Centre

The conclusion of a hugely successful forum is only the beginning of our work! Throughout 2016-2017, CASSA continues to run the Racism Free Ontario Campaign with the aid of additional endorsing organizations. Sponsorship opportunities are still available so please feel free to contact CASSA for more information.

Civic Literacy Campaign

At CASSA (Council of Agencies Serving South Asians), we want to ensure that the communities we represent are equipped with the tools and knowledge necessary to interact with political and civic life from as early as possible. We believe teaching the importance of civic literacy to our youth is necessary in order to support the next generation of leaders. That's why in the fall of 2016 we launched our new project called Trailblazers: "A Civic Engagement Training Series" with youth aged 16-21 years old being the first targeted cohort. The training series started on Thursday, November 10th from 6-8pm and ran for 5 consecutive weeks every Thursday from 6-8pm until December 8th. It was held at the Mornelle Community Hub located at 90 Mornelle Court. About 15-20 young leaders received training on a number of different topics such as democracy 101, media relations, and anti-racism and anti-oppression, gaining knowledge as well as practical skills that they can implement in their civic lives. The youth could choose to attend any one of the workshops or all of them and were eligible to receive a Certificate of Completion from CASSA for their attendance.

Furthermore, CASSA opened up this project to the wider community by providing similar civic literacy training for seniors and women. In the summer of 2017, CASSA is conducting a Civic Literacy Workshop for stay-at-home mothers to encourage them to be actively involved in their children's school board.

South Asian Heritage Month Poster Launch

The Council of Agencies Serving South Asians (CASSA) successfully hosted its first ever South Asian Heritage Month Lunch Reception on Friday, April 22nd at Markham Convergence Centre. The main objective was to showcase, celebrate and profile six South Asian Canadians who have made significant contributions to the protecting Human Rights and Promoting Equity in Canada. The recognition will be done through the official poster and a presentation. At the event, CASSA was excited to launch its first ever South Asian Heritage Month Official Trailblazers Poster for 2016. All proceeds from the poster sales will go towards developing CASSA's initiative – aimed to develop a mobile exhibit showcasing South Asian Histories in Canada. The exhibit will be part of our Canada's 150th birthday celebrations.

The Lunch Reception was attended by elected representatives, numerous social service providers, academics, policy makers, not-for-profit organization members, and frontline workers who are passionate about celebrating accomplishments made by the South Asian Community. Attendees had the opportunity to network, participate in engaging discussions, as well as partake in honouring the six South Asian Canadian Trailblazers who have made significant contributions to the protecting Human Rights and Promoting Equity in Canada. The six trailblazers are: Sherene Razack - Distinguished Professor, OISE, University of Toronto, Ricky Veerappan - Officer in Charge, Diversity, Equity and Inclusion Bureau, York Regional Police, Uzma Shakir - Director of Equity, Diversity & Human Rights, City of Toronto, Baldev Mutta - CEO, Punjabi Community Health Services, Renu Mandhane - Chief Commissioner, Ontario Human Rights Commission and Sheela Basrur - former Medical Officer of Health, City of Toronto.

Asian and South Asian Heritage Month Reception at City Hall

On Monday, May 30th, the Council of Agencies Serving South Asians (CASSA) partnered with the Chinese Canadian National Council Toronto Chapter (CCNC Toronto) to successfully host a reception in commemoration of Asian and South Asian Heritage Month: Celebrating Civic Engagement. The main objective of the reception was to discuss topics such as barriers to civic participation, as well as the factors within our communities that promote our successes. In addition we looked at ways in which we can move forward, such as the initiatives that the City of Toronto and our own communities can take to increase Civic Involvement.

The reception included attendees ranging from students to not for profit workers and City of Toronto staffs. We were also fortunate to open the program with greetings from Mayor John Tory who graciously made the attendees feel welcomed and ready to engage in further discussions throughout the night. The reception then proceeded onto a lively panel discussion session where we were joined by the following four panelists: Lele Truong, Parthi Kandavel, Samya Hasan, and Beixi Liu. The panelists along with the moderator Anjum Sultana helped in making the discussions to be extremely thought provoking for our attendees.

One of the topics that incited most the applause from the 75 guests in attendance was during discussions of “Policy recommendations to increase civic involvement”. Attendees had the opportunity to listen to a wide variety of suggestions that ranged from developing culturally specific programming with targeted communications, to effective funding allocation, and having translators on site for major consultation events and cultural programs.

The lively discussions coupled with an awards ceremony honoring Mr. Iqbal Ali and Mr. Daniel Yau for their leadership in civic engagement, made for a highly successful, positive, and motivating reception.

South Asian & Mental Health Seminar

After months of preparation, CASSA successfully hosted the Mental Health Seminar on May 2nd, 2016 at the North York Civic Centre. The purpose of this event was to explore strategies to improve the Mental Health of South Asians in Ontario and to get the input of attendees in shaping the South Asian Health Strategy for Ontario. This report is aimed at addressing the unique health needs of South Asian populations across the province. We were lucky enough to have speakers come out and engage with attendees in presentations and breakout sessions. Topics included *Mental Health Issues in South Asian Communities* by Dr. Gursharan Virdee (Researcher, Centre for Addiction and Mental Health & Lead of the Collaborative for South Asian Mental Health), *Addressing the Stigma of Mental Illness through Community Engaged Research* by Rick Sin (Senior Research Associate, Ryerson University) and MD Saiful Alam (Research Intervention Associate) and *Ontario’s Current Mental Health Strategy* by Marg Connor (Executive Lead, Mental Health and Addiction at Ministry of Health and Long-Term Care). We are happy to say that we had a full house with approximately 60 attendees which included social service providers, academics, students, policy makers, funders, members from non for profit organizations, front line workers who work closely with South Asians and other community members. We hope to see you all at future events and are appreciative of your continuous support.

South Asian Film Festival

On November 19th, 2016, CASSA hosted its first “Scarborough South Asian Film Festival: through a social justice lens” in partnership with Woodside Cinemas. The aim of the festival was to present short films and documentaries to highlight the unique experiences of South Asian diaspora communities while looking at the common threads that unite us. After a call of submissions in the summer of 2016, 12 South Asian based short films and documentaries were selected to be screened. The films selected ranged from topics of racism, discrimination, violence suffered by South Asian women, women empowerment, community engagement and empowerment, and other social justice issues faced by South Asians. Most of the range of films were directed and produced by Canadian and American based South Asian directors, and a few others were by directors based in South Asian countries. This was our first year of the event and regardless of a smaller audience, the selection of the films was widely appreciated and enjoyed. These films were reviewed as ‘making one feel the unity and strength of the South Asian community alongside the struggles we face and the awareness needed for them’. This was just the starting year; we hope to continue this initiative and partner up with other members and organizations to host an event that is larger in scale and reaches a wider audience. We are thankful to the amazing artists, directors, and producers that submitted their films and documentaries to be screened.

CASSA Gala

The Council of Agencies Serving South Asians (CASSA) held its annual gala dinner on November 6th, 2016 at the Estate Banquet Hall. This year’s theme was “Celebrating South Asians in Civic Leadership” with a focus on acknowledging the contributions of South Asians in Canada. Eight South Asian individuals and organizations were presented with awards for demonstrating excellence in their fields such as social justice, politics, arts and culture, social work, civic leadership, and more. The event received tremendous support and was attended by more than 200 people from many South-Asian based organizations, partners of CASSA, and various political and community leaders. The event featured personal greetings from MP Shaun Chen and MP Salma Zahid and was also covered by many South Asian based media such as ATN and Saaz ‘O Awaaz. It was a true celebration of South Asian communities and CASSA was very humbled to receive such support.

Upcoming Events in 2017

Equity Toronto Forum

The Alternative Planning Group (APG), consisting of Council of Agencies Serving South Asians (CASSA), Hispanic Development Council (HDC), Chinese Canadian National Council Toronto Chapter (CCNCTC), and African Canadian Social Development Council (ACSDC) is preparing once again for its annual Equity Toronto Forum through which we critically analyze an equity issue in the City of Toronto for diverse communities. This year's forum will be in collaboration with the Toronto Aboriginal Support Services Council (TASSC)!

The forum will focus on marginalized communities within the City of Toronto and members will have an opportunity to share their stories of resistance, revitalization, and remembrance so that we may understand our connections through a deeper perspective. The forum will be held on Wednesday August 16th, 2017, from 6pm-8pm, at Toronto City Hall, Committee Room 1.

To RSVP contact Deewa Ranzooryar: deewa@cassa.on.ca

7th Annual Health Equity Summit

Council of Agencies Serving South Asians (CASSA) is once again hosting the 7th Annual Health Equity Summit in collaboration with Dr. Sepali Guruge from Ryerson University. The 2017 Summit will focus on Men's Health in the South Asian community and its related topics in mental, sexual, and chronic health. Along with this, the Summit aims to further advance the report on South Asian Health Strategy in Ontario. We anticipate a total of 100 attendees including health and social service providers, academics, policy makers, funders, and community members. The summit will explore different aspects of the South Asian Men's Health through panel discussions and breakout sessions. Following the breakout sessions, there will be a policy panel where attendees will have an opportunity to voice their concerns to a panel of key stakeholders which will allow us to advance our South Asian Health Strategy. We will also have a small presentation on the newly developed South Asian Health Strategy Report.

This year's Summit is on Friday, September 15th 2017 from 9:30AM to 4:00PM at the Ted Rogers School of Management, Ryerson University, 7th Floor, Commons Room, RM 1-148 1-150.

Our sincerest thanks to Punjabi Community Health Services, Access Alliance, Indus Community Services, Unifor Union, Alliance for South Asian AIDS Prevention, South Asian Legal Clinic of Ontario, and Humber College for coming on board as enthusiastic sponsors so far!

For Sponsorships contact Monisha Ahmed: monisha@cassa.on.ca

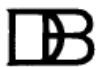
Tickets: <https://www.eventbrite.com/e/cassas-7th-annual-health-equity-summit-tickets-35239454156>

CASSA Annual General Meeting 2017

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

FINANCIAL STATEMENTS

DECEMBER 31, 2016



David Burkes, B. Com, CPA, CA•IFA, CFF

CASSA Annual General Meeting 2017

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

FINANCIAL STATEMENTS

DECEMBER 31, 2016



David Burkes, B. Com, CPA, CA•IFA, CFF

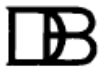
CASSA Annual General Meeting 2017

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

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DECEMBER 31, 2016

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David Burkes, B. Com, CPA, CA•IFA, CFF

CASSA Annual General Meeting 2017



David Burkes, B. Com, CPA, CA•IFA, CFF
Chartered Professional Accountant

INDEPENDENT AUDITOR'S REPORT

To the Members of
Council of Agencies Serving South Asians

I have audited the accompanying financial statements of Council of Agencies Serving South Asians, which comprise the statement of financial position as at December 31, 2016, the statement of general operations and members' equity and statement of cash flows for the year then ended, and a summary of significant Canadian accounting standards and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal controls as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian auditing standards for not-for-profit organizations. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal controls. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements present fairly, in all material respects, the financial position of Council of Agencies Serving South Asians, as at December 31, 2016, and the results of its operations for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Richmond Hill, Ontario
June 21, 2017

Chartered Professional Accountant
Licensed Public Accountant

1.

CASSA Annual General Meeting 2017

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

STATEMENT OF FINANCIAL POSITION

AS AT DECEMBER 31, 2016

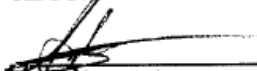
ASSETS

	<u>2016</u>	<u>2015</u>
<u>CURRENT</u>		
Cash and Short-term Investments (Note 2)	\$ 93,167	\$ 99,683
Grants and Accounts Receivable	16,691	16,739
Prepaid Expenses and Deposits	8,224	7,188
	<u>118,082</u>	<u>123,610</u>
 <u>CAPITAL (Note 5)</u>	 <u>2,725</u>	 <u>3,606</u>
	<u>\$ 120,807</u>	<u>\$ 127,216</u>

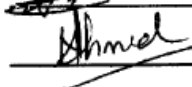
LIABILITIES AND NET ASSETS

<u>CURRENT</u>		
Accounts Payable and Accrued Charges	\$ 5,379	\$ 7,599
Deferred Contributions (Note 3)	5,510	-
	<u>10,889</u>	<u>7,599</u>
<u>NET ASSETS</u>	<u>109,918</u>	<u>119,617</u>
	<u>\$ 120,807</u>	<u>\$ 127,216</u>

APPROVED BY THE BOARD:



Director



Director

(See Accompanying Notes)



David Burkes, B. Com, CPA, CA•IFA, CFF

2.

CASSA Annual General Meeting 2017

COUNCIL OF AGENCIES SERVING SOUTH ASIANS
STATEMENT OF OPERATIONS AND MEMBERS' EQUITY
FOR THE YEAR ENDED DECEMBER 31, 2016

	<u>2016</u>	<u>2015</u>
<u>REVENUE</u>		
Grants (Note 4)	\$ 184,759	\$ 245,287
Sponsorships, Fundraising and Workshops	19,275	41,091
Interest Income	537	558
Membership Fees	1,725	369
Other Income	-	-
	<u>206,296</u>	<u>287,305</u>
<u>EXPENSES</u>		
Salaries and Benefits	142,077	176,584
Project Expenses	26,639	33,118
Office and General	16,930	26,463
Rent and Utilities	14,425	27,890
Travel and Transportation	2,147	5,348
Professional Services	3,517	4,176
Research and Workshops	6,469	8,599
Insurance	2,910	2,901
Amortization	881	1,188
	<u>215,995</u>	<u>286,267</u>
<u>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES</u>	(9,699)	1,038
<u>MEMBERS' EQUITY, Beginning of Year</u>	<u>119,617</u>	<u>118,579</u>
<u>MEMBERS' EQUITY, End of Year</u>	<u>\$ 109,918</u>	<u>\$ 119,617</u>

(See Accompanying Notes)



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3.

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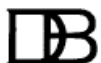
COUNCIL OF AGENCIES SERVING SOUTH ASIANS

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED DECEMBER 31, 2016

	<u>2016</u>	<u>2015</u>
<u>CASH PROVIDED BY OPERATING ACTIVITIES</u>		
Excess (Deficiency) of Revenue over Expenses	\$ (9,699)	\$ 1,038
Amortization Expense	881	1,188
Increase in Accounts Receivable	48	42,247
Decrease in Prepaid Expenses	(1,036)	(72)
Increase (Decrease) in Accounts Payable	(2,220)	(888)
Increase (Decrease) in Deferred Contributions	5,510	(55,793)
	<u>(6,516)</u>	<u>(12,280)</u>
<u>INVESTING ACTIVITIES</u>		
Capital Asset Purchases	<u>-</u>	<u>-</u>
<u>DECREASE IN CASH AND CASH EQUIVALENTS</u>	(6,516)	(12,280)
<u>CASH & CASH EQUIVALENTS, Beginning of the Year</u>	<u>99,683</u>	<u>111,963</u>
<u>CASH & CASH EQUIVALENTS, End of the Year</u>	<u>\$ 93,167</u>	<u>\$ 99,683</u>
<u>CASH & CASH EQUIVALENTS REPRESENTED BY</u>		
Cash	\$ 46,020	\$ 29,395
Investment Savings	<u>47,146</u>	<u>70,288</u>
	<u>\$ 93,167</u>	<u>\$ 99,683</u>

(See Accompanying Notes)



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4.

CASSA Annual General Meeting 2017

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2016

PURPOSE OF ORGANIZATION:

The Council of Agencies Serving South Asians is a not-for-profit organization registered as a corporation without share capital in the Province of Ontario. The Council is exempt from income taxes pursuant to Section 149(1)(l) of the Income Tax Act of Canada.

The Council was established to research, identify and analyze the needs of the South Asian communities, to act as a resource centre for government and policy making organizations and to promote understanding of the diverse nature of the said communities.

1. SIGNIFICANT ACCOUNTING POLICIES:

Revenue and Expenditures

Revenues and expenses are recorded on the accrual basis, whereby they are reflected in the accounts in the period in which they have been earned and incurred, respectively, whether or not such transactions have been finally settled by the receipt or payment of money.

(a) Revenue Recognition

Government grants are recorded as revenue in the fiscal period in which the project expenses are incurred.

Workshop, fundraising, membership and interest revenue are recorded when the funds are received.

(b) Deferred Contributions

Grant monies received in advance of the period to which they are applicable have been recorded as deferred contributions.

Capital Assets

Purchased capital assets are recorded at cost. Donated capital assets are recorded at fair market value at the time of donation. Equipment and furnishings are amortized at 20% per annum, and computers at 30% per annum respectively using the declining balance method.

2. CASH AND SHORT-TERM INVESTMENTS:

The Cash balance for fiscal 2016 includes \$47,146 (2015 - \$70,288) in Guaranteed Investment Certificates maturing in December 2017 and earning interest of 0.5% per annum (2015 - 0.6%).

5.



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CASSA Annual General Meeting 2017

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2016

3. DEFERRED CONTRIBUTIONS:

Deferred contributions are comprised as follows:

	<u>2016</u>	<u>2015</u>
<u>OPERATING/PROGRAMMING</u>		
City of Toronto	\$ -	\$ -
Ontario Trillium Foundation	-	-
Trillium Gift of Life	5,510	-
The Law Foundation	-	-
	<u>\$ 5,510</u>	<u>\$ -</u>

In summary, changes in deferred contributions are analyzed as follows:

	<u>2016</u>	<u>2015</u>
<u>BEGINNING BALANCE,</u>		
related to operating funding	\$ -	\$ 55,793
<u>LESS:</u> Amounts recognized as revenue during year	-	(55,793)
<u>ADD:</u> Amounts received related to the following year	5,510	-
<u>BALANCE, End of the Year</u>	<u>\$ 5,510</u>	<u>\$ -</u>

4. GRANTS:

	<u>2016</u>	<u>2015</u>
<u>OPERATING/PROGRAMMING</u>		
City of Toronto	\$ 89,865	\$ 76,481
Ontario Trillium Foundation	-	65,150
Trillium Gift of Life	87,950	76,340
The Law Foundation	-	25,119
Human Resources & Skills Development Canada	6,944	2,197
<u>TOTAL GRANTS</u>	<u>\$ 184,759</u>	<u>\$ 245,287</u>

5. CAPITAL ASSETS:

Capital assets consist of the following:

	<u>2016</u>			<u>2015</u>
	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Net Book Value</u>	<u>Net Book Value</u>
Office Equipment	\$ 15,307	\$ 13,703	\$ 1,604	\$ 2,005
Computers	9,305	8,184	1,121	1,601
	<u>\$ 24,612</u>	<u>\$ 21,887</u>	<u>\$ 2,725</u>	<u>\$ 3,606</u>



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COUNCIL OF AGENCIES SERVING SOUTH ASIANS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2016

6. USE OF ESTIMATES:

The preparation of financial statements in accordance with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from management's best estimates as additional information becomes available in the future.

7. FINANCIAL INSTRUMENTS:

The fair values of cash and short-term investments, accounts receivable, accounts payable and accrued liabilities are assumed to approximate their carrying amounts because of their short term to maturity. Unless otherwise noted, it is management's opinion that the organization is not exposed to significant interest or credit risks arising from these financial instruments.

8. FINANCIAL INSTRUMENTS - RISK MANAGEMENT:

a) Interest Rate Risk

Interest rate risk is the risk of potential financial loss caused by fluctuations in their fair value of future cash flow of financial instruments due to changes in market interest rates.

b) Credit Risk

Credit risk is the potential for financial loss should a counter-party in a transaction fail to meet its obligations.

c) Currency Risk

Currency risk is the risk of potential change in price of one currency against another currency.

The organization's financial instruments consist of cash, accounts receivable, accounts payable and accrued liabilities. Unless otherwise noted, it is management's opinion that the organization is not exposed to significant interest, credit or currency risks. The fair value of these financial instruments approximates their carrying values.

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2016

9. CAPITAL MANAGEMENT AND ECONOMIC DEPENDENCE:

The Organization includes cash and short-term investments, grants and accounts receivable, prepaid expenses and deposits, accounts payable and accrued charges, and deferred contributions in its capital management consideration. The Organization objectives when managing capital are to safeguard its ability to continue as a going concern and continue to execute its mandate.

The Organization monitors these items to assess its ability to fulfill its ongoing financial obligations. The Organization relies primarily on grants and donations to fund its operations and makes adjustments to its budgeted expenditures in light of changes. The Organization is not subject to externally imposed capital requirements.

The Organization is dependent on government grants for continuing operations.

CASSA Board of Directors

Slate 2017-2018

Returning Directors

Sanga Achakzai - Chair

Sanga Achakzai has graduated from York University, with a Specialized Honors in International Relations, as well as a bilingual certificate in French. She took the role of research assistant with the Afghan Women's Organization (AWO) for a research proposal for CIDA. Sanga also assumed the role of community work and volunteer coordination with AWO, where she took active roles in managing events, writing proposals and participating in the strategic planning of the Agency. Currently, Sanga is undertaking the role of Enhanced Language Training Facilitator for internationally trained medical professionals, at Catholic Cross Cultural Services. With a passion for community development, civic engagement, and a vision that includes a prosperous and an inclusive Toronto where minorities are able to access leadership roles, Sanga joined CASSA. She is wholehearted in terms of seeing CASSA reaching its Strategic goals in promoting health equity, reducing poverty, supporting immigration and settlement, strengthening gender equity and building a non-racist Ontario. She is confident that she can be a great advocate of CASSA's strategic plan, and can cater to the needs of its Organizational development through her 7 years of experience in community development, civic engagement, and leadership capabilities.

Anjum Sultana – Vice Chair

Anjum Sultana has been a board member with CASSA for the past two years and is excited to go into her third year of service for the board. Anjum is very passionate about health equity and social justice and this has led to her current role as a Masters of Public Health Student at the Dalla Lana School of Public Health at the University of Toronto. For her MPH degree, she has specialized in Social and Behavioural Health Sciences, Community Development and Global Health with interests in Public Health Policy. Anjum has worked and volunteered at various institutions with a focus on reducing racial health inequities such as eHealth Ontario, Mount Sinai Hospital, Sick Kids Hospital, Alliance for South Asian AIDS Prevention and Women's College Research Institute. She is deeply committed in developing equitable high-quality health care systems and has focused on this in her work in Ghana, Kenya, Tanzania, and with IMAGINE, a health promotion initiative affiliated with the Faculty of Medicine at the University of Toronto that provides clinical, curative illness prevention services in their weekly clinic and through outreach efforts to focus on health promotion and community development. In the future, she is interested in working on public health policy analysis for governments and international institutions and is currently completing a practicum as a Health Policy and Communications Analyst at the Association of Ontario Health Centres.

Tanzina Islam – Secretary

Tanzina Islam is the Manager of Health Promotion & Community Relations for the East Mississauga Community Health Centre. In her role, she oversees Health Promotion programs targeting priority populations, supports strategic planning, and monitors population needs. and advocates for the good health of the Mississauga community. She was formerly a Project Coordinator at CASSA for the CapaCITY Creators Project and is a current member of CASSA's Health Equity Task Force. Tanzina has worked in the areas of mental health, chronic health, gender-based violence, community engagement and health equity across institutions such as Humber College, Toronto Public Health and the Centre for Addiction & Mental Health (CAMH). Tanzina also leads two independent research projects focused on 'understanding

CASSA Annual General Meeting 2017

honour killing as a form of gender-based violence’ and ‘identifying risk factors for global sex trafficking’. She is a University of Toronto Alumni and holds a Master of Public Health degree. Her expertise lies in applying evidence-based knowledge when developing, implementing, and evaluating health interventions. Central to her focus is integrating equity-focused frameworks when planning health services for marginalized populations. She hopes to be a part of initiatives that empower communities, strengthen community action, and challenge sociopolitical structures that contribute to poor health and inequity.

Neha Ahmed – Treasurer

Neha spent much of her early life in Tanzania, before moving to Canada and being drawn to a career in public health. She has extensive experience in research, project management, data analysis and evaluation, and has had the opportunity to work on health promotion and education projects in Tanzania with the Aga Khan Health Services. Neha presently spends her days working as a Senior Analyst at Cancer Care Ontario, trying to get through her booklist and learning to ride horses.

Mohan Swaminathan – Board Director

Mohan Swaminathan is an accomplished advertising, marketing, and communications professional with almost two decades of global experience in consumer goods, publishing and real estate. Mohan is a creative writer and originator of ideas and strategies to sell, persuade, communicate, and market virtually anything. Currently Mohan is Creative Director at Montana Steele Advertising, a reputed ad agency in Toronto. Before moving to Canada just a few years ago, Mohan worked in Dubai with internationally renowned ad agency DDB, spinning award-winning campaigns for Volkswagen, Sony, and HSBC. Prior to that, Mohan worked in the Mumbai ad world, pitching Unilever brands to the world’s fastest growing consumer market. A true global citizen, Mohan is fluent in 7 languages and a passionate advocate of cultural diversity in all walks of life. At CASSA, Mohan looks forward to leveraging his diverse skills and experience, shining a spotlight on deep-rooted prejudices, and working to raise the profile of newcomers to Canada.

Jam Muneer Ahmed – Board Director

Mr. Jam Muneer is a dedicated Development Professional working in the social sector for the last 15 years. He holds a Masters in Social Work from University of Karachi, Pakistan and a ‘Certificate in Canadian Social Work Practice’ from Ryerson University, Toronto. Mr. Jam brings with him a wide range of experience and skills in a diversified social development sector; his focus of attention has been education promotion, improvement of water supply and sanitation, Gender in Development, and training of NGOs to enhance their working capacity. He has been affiliated with District Government functionalities towards public-private partnership with civil society organizations, and advocating for a strong voice among stakeholders in policy and decision making processes. Mr. Jam has worked with a number of organizations including Government of Pakistan (provincial and district governments), USAID, World Bank, Asian Development Bank, and has done consultancy services with several national and international organizations in the development sector. At present, he is working as a ‘Tenancy Support Specialist with a not for profit organization by providing services to clients having tenancy issues and mediating between landlord and tenants.

Proposed Slate of New Director(s)

Leanne Saldanha

Joining CASSA this summer, Leanne Saldanha brings a strong background in arts and cultural heritage to the board. She is currently pursuing graduate research in Immigration and Settlement Studies at Ryerson University, with a focus on supplementary art practices that can ease the strain of immigration processes for recent immigrants and refugees. Her research focuses on issues of belonging and integration, in particular, the complexity of these social asks for people who are prone to experiencing social inequities here in Canada. Leanne is highly attuned to the difficulties of social inclusion in urban contexts and is excited to tackle this concern for South Asian communities through working with CASSA.

Strategic Framework and Strategic Directions for 2016-2020

Our Mission is:

To facilitate the economic, social, political, and cultural empowerment of South Asians by serving as a resource for information, research, mobilization, coordination, and leadership on social justice issues affecting our communities. Create social change by building alliances and working collaboratively with those who share a vision of empowering all communities to participate in defining Canada's future

CASSA's Vision:

We envision and strive for a Canada free of all forms of discrimination in which all communities are free from marginalization and are fully empowered to participate in defining Canada's political, economic, social and cultural future.

CASSA's Values:

The following values serve as guidelines for our conduct as we implement our mission and work towards our vision:

- ***Social Justice:*** We are committed to working within a social justice framework, which promotes equity and empowerment for marginalized peoples and communities.
- ***Anti-oppression, anti-racism, anti-homophobia:*** We strive to incorporate anti-oppressive, anti-racist, and anti-homophobic principles and practices in our work.
- ***Responsiveness:*** We strive to work through a variety of consultative and participatory structures and practices to ensure that our work is grounded in the realities and priorities of our communities.
- ***Diversity:*** We recognize and respect the diversity among and within South Asian communities and within Canadian society.
- ***Collaboration and solidarity:*** We are committed to building alliances in order to work collectively towards common aims.
- ***Accountability:*** We are committed to maintaining effective governance, measurement and reporting practices.

Strategic Directions 2016-2020

1. Immigration and smart settlement:

CASSA, in the next five years, will:

- facilitate processes that aim to build more inclusive and welcoming communities in the municipalities outside of the City of Toronto
- address issues and concerns impacting refugees in Canada
- continue to focus on reducing employment barriers for newcomers and immigrants
- document histories of South Asians in Canada
- support engagement of immigrants and newcomers in civic processes and civic leadership

2. Poverty Reduction:

CASSA, in the next five years, will:

- create awareness about racialization of poverty and work towards meaningful ways to address it
- initiate campaign to increase the availability and affordability of childcare
- support movements for the promotion and protection of rights of all workers, with a focus on South Asians

3. Health Equity:

CASSA, in the next five years, will:

- develop a South Asian Health Strategy for Ontario to get it formally adopted
- initiate a mental health awareness campaign in the South Asian communities
- support research initiation and coordination related to topics involving South Asians and Health (including Social Determinants of Health)
- provide a mechanism for sharing and learning related to Seniors Health within South Asians
- create awareness to increase registrations for organ and tissue donations within South Asians

4. Anti-racism and Anti-oppression:

CASSA, in the next five years, will:

- facilitate development of access and equity policies and procedures for and by South Asian organizations and agencies
- continue anti-racism awareness work through Racism Free Ontario campaign
- initiate and support the campaign to establish an Anti-Racism Directorate in Ontario
- focus on developing youth leadership grounded in anti-racist and anti-oppressive frameworks

5. Women's Rights:

CASSA, in the next five years, will:

- build capacity for young South Asian women to develop leadership initiatives
- initiate and support prevention initiatives that aim to eliminate gender-based abuse, harassment, and violence
- train the violence against women (VAW) sector to ensure that their service delivery is responsive, reflective, and respectful of the needs and challenges faced by South Asian women.

CASSA 2016-2017 Staff

This list includes all staff, including part time, short-term contract, summer student positions and full time staff.

2016 Staff

Executive Director	Neethan Shan
Project Manager	Samya Hasan
Finance Coordinator	Farhat Hasan
Outreach Coordinator	Samaha Farzana and Tariq Naeem
Project Facilitator	Fatemeh Mazandarani and Kiran Khan
Outreach Workers:	Hiba Hussain and Thusitha Suriyakumar
Summer Students:	
Event Assistant	Naveeda Hussain
Administrative Assistant	Rida Ikram
Interns:	Tayba Hathyani, Laura You, Gaurav Sharma, Samir Parmar, Samson Ravichandran, Bhagirath Patel, Ashitava Halder, Insiya Bhalloo, and Saeed Mohamed

Current Staff

Interim Executive Director	Samya Hasan
Finance Coordinator	Farhat Hasan
Project Facilitator	Ayman Almaghrabi
Membership Coordinator	Position to be filled
Co-op Students:	
Social Planning Coordinator	Deewa Ranzooryar
Health Equity Coordinator	Monisha Ahmed
Internship:	Gaurav Sharma and Rezwana Khalil

List of CASSA Volunteers 2016-2017

Ali Estilaf	Kanishka Joshi
Avtar Singh	Khadija Ismail
Beyazit Darmus	Laura You
Bhagirath Patel	Lizzie Lowe
Bristi Datta	Maryann Mohamed
Chandrashri Pal	Meena Joshi
Dawson Ambroz	Monisha Ahmed
Dimple Mehta	Puja Patel
Dipita Roy	Rishav Das Sarma
Faisel Saeed	Roberta Infantino
Fatemeh Mazandarani	Rogério Meneghelo Apezatto
Gagandeep Babbar	Rucha Rabadiya
Gaurav Sharma	Samaha Farzana
Giovana Alves Gomes	Sandeep Kaur
Gurveer Bains	Sarah Manek
Hania Jahangir (Outreach)	Sarah Miller
Hrishov Sarker	Sinthuka Yoganathan
Husnia Adel	Sunjay Mathuria
Ilana Gorban	Tayba Hathyani
Isis De Araujo Apezatto	Tenzin Lhadon
Jasmine Chopra	Thrinadh Chowdary Kapu
Jega Kanesh	Tina Quiroga
Jeyanthi Sritharan	Usharani Rathinam
Kamlesh Joshi	Veda Joshi

Acknowledgement of Our Funders for 2016

We would like to appreciate and acknowledge the vital ongoing support for our activities by:

City of Toronto: Investing in Neighborhood Initiative
City of Toronto: Community Services Partnership
Human Resources and Skills Development Canada
Ryerson University – Daphne Cockwell School of Nursing
Trillium Gift of Life Network

We would also like to thank all of our community partners, volunteers, and board members who have supported us with all of our projects. Without their help we would not be able to achieve what we have done in the year 2016.

Thank you all for your dedication and for believing in CASSA.

Thank you for attending CASSA's AGM!

**We look forward to your continued support,
guidance and involvement.**

You or your organization can also become a member of CASSA, if you wish to support our mission/mandate. Please visit our website www.cassa.on.ca for details on our mission, vision, values, and strategic priorities. The members will receive a regular update on various happenings in the social services/social justice field in Ontario's South Asian communities.

Joining as a member will also keep you informed about job opportunities, volunteer opportunities, and community events. Please visit our website for more information about becoming a member of CASSA and its benefits.



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Email: cassa@cassa.on.ca**

COUNCIL OF AGENCIES SERVING SOUTH ASIANS



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