



COUNCIL OF AGENCIES SERVING SOUTH ASIANS

**CASSA Annual Report
2019**



COUNCIL OF AGENCIES SERVING SOUTH ASIANS

Annual General Meeting
South Asian Legal Clinic of Ontario (SALCO) and
Council of Agencies Serving South Asians (CASSA)

Monday, September 16th, 2019

**Friends House, 60 Lowther Avenue,
Toronto, M5R 1C7**

5200 Finch Ave. E., Suite 301A, Toronto, M1S 4Z5

Tel. No: (416) 932 1359

Fax No: (416) 932 9305

Email: cassa@cassa.on.ca

Table of Contents

2019 AGM Agenda.....	1
2018 AGM Meeting Minutes.....	2
Message from the Chair and Interim Executive Director.....	4
CASSA 2018 Project Highlights.....	6
CASSA 2019 Projects Highlights.....	10
2018 Audited Financial Statements.....	17
CASSA Board of Directors.....	30
Strategic Framework 2016-2020.....	33
Strategic Directions 2016-2020.....	34
CASSA Staff 2018-2019.....	35
CASSA Volunteers 2018-2019.....	36
CASSA Member Agencies.....	37
Acknowledgement of Our Funders for 2018.....	40

Agenda

Annual General Meeting
South Asian Legal Clinic of Ontario (SALCO) and
Council of Agencies Serving South Asians (CASSA)
Monday, September 16th, 2019
6-8 p.m.
Friends House – 60 Lowther Ave, Toronto

5:30 pm – 6:00 pm

Doors open, Registrations, & Dinner

6:00pm – 6:15 pm

Dinner and Networking

6:15pm – 6:45pm

Welcome Remarks

AGM Business

7:00pm – 8:00pm

Panel Discussion and Q&A

8:00pm

End of AGM

CASSA 2018 Annual General Meeting (AGM) Minutes

Date: August 17, 2018

Location: Scarborough Civic Centre, 150 Borough Drive, Scarborough M1P 4N7

Welcome and Call to Order:

Sanga Achakzai, Chair of the CASSA Board of Directors, called the meeting to order.

Approval of Draft Agenda:

The motion to approve the agenda was made by Ramya Kumar from Loxley, it was seconded by Manickampillai Velauthapillai from Middlefield Seniors.

Approval of 2017 AGM Minutes:

Sanga noted members who attended the 2017 AGM were allowed to approve the minutes. Tanzina Islam, Secretary of the CASSA Board of Directors, made the motion to approve the 2017 AGM Minutes. Ateeya Anwari, from Polycultural Immigrant and Community Services, seconded the motion.

President's Report:

Sanga presented the President's Report. 2017 was a time of transition and success for CASSA. The South Asian Heritage month poster series fruitfully ran in 2017 and supported South Asian community champions. Posters were distributed to schools, the police, and various non-profit organizations. The Health Equity Forum was held with a focus on Men's Health. The Forum included panels and focus group discussions. There were over 80 participants including policy analysts, researchers, academics and frontline service workers. CASSA ran its first Membership Appreciation Dinner. The Dinner was a time to appreciate members and member agencies, and an opportunity to continue to learn about social and racial justice. Lastly, Sanga noted a permanent Executive Director is currently being recruited, with a result to be announced in September 2018.

Interim Executive Director's Report:

Samya Hasan, Interim Executive Director of CASSA, noted that CASSA will be focusing on granting opportunities for capacity building for membership organizations. Samya reported there was an increase in the operational budget of CASSA to \$400,000. Samya listed some of the grants CASSA has received. The Intercultural Collaborative is a project funded from Heritage Canada, a section of the Government of Canada. This project focuses on engaging citizens in recreation, culture and art and partner citizens with agencies to lead projects. The project is being led by Jassi Ranauta. Engaging Refugee Youth is funded by the Law Foundation of Ontario. The project has created a toolkit that provides legal education for refugee youth. Events are being planned in Toronto and Waterloo to disseminate the toolkit and for legal experts too provide information to refugee youth. The toolkit will be available both online and in hardcopy. Fareeha Aziz is leading this project. The Research on Employment Equity of South Asian Immigrant Communities in Toronto project is funded by United Way Greater Toronto. This initiative is a three-year community based research study on the employment needs, barriers, and recommendations for employment equity for South Asian immigrant communities in

Toronto. The project is being led by Mathura Karunanithy. The City of Toronto, through Toronto Public Health (TPH) is running the Investment in Youth Engagement (IYE). CASSA is supporting youth in cultivating their leadership skills while engaging in the topics of tobacco use prevention, butt litter and smoke-free multi-unit housing. Mathura Karunanithy is leading this project. CASSA continued its work on organ donation with the Trillium Gift of Life through its South Asian Give of Life event.

Samya noted there were changes in membership fees. CASSA used to have a \$20 flat fee. To be more equitable, membership fees will be based on operational budgets of membership organizations. Augustine will be supporting questions on membership. Samya further noted that free training will be offered to membership agencies and that there are upcoming trainings that agencies can participate in. CASSA will be applying to grants offered at the City of Toronto to support membership agencies with operational and foundational support, including but not limited to governance and supporting board members. With the change of provincial government and its possible effects on funding, CASSA is advocating that groups supporting vulnerable populations not be negatively affected. Samya noted she is open to connecting with membership agencies to support their advocacy needs. Lastly, Samya noted the newsletters will be sent to membership agencies and to connect with CASSA staff in case they are not already on emailing list.

Auditors Report:

Leanne Saldanha, Treasurer Chair from the CASSA Board of Directors summarized the auditor report. The motion to approved was by Sanga, and seconded by Ramya Kumar from Loxley Approve. The motion to reappoint David Burkes as the Auditor was moved by Farhat Hasan, Finance Coordinator at CASSA, and seconded by Darshika Selvasivam from the Toronto York Region Labour and Council.

Nomination Report:

Departing members and current members were announced by Sanga.

Meeting Adjournment:

The motion to adjourn the meeting was made by Ateeya Anwari from Polycultural Immigrant and Community and seconded by Leanne.

Message from the Chair of the Board

Dear members, friends, and partners:

On behalf of CASSA board, I would like to take this opportunity to thank you for your unremitting support and active participation in our various projects and many new initiatives that took place in the year of 2018. It is without a doubt, through your collaboration 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, poverty reduction, youth leadership and civic engagement within the South Asian Community.

Year 2018 was exceptionally action- packed with several initiatives that were aimed at further enhancing CASSA's mission, vision and values. I am thrilled to report CASSA's three- year community based research study on the employment needs, barriers and recommendations for employment equity for South Asian Immigrant communities in Toronto. Through this initiative, CASSA aspires to conduct a needs assessment to identify the needs and barriers of South Asian immigrant communities, and based on the outcomes of this research project, CASSA will develop recommendations for public policy changes. Over 300 organizations and policy partners were approached, focus groups were conducted and over 100 participants completed in-person or online surveys, in various languages.

Year 2018 was also marked by a 7-phased project, called Intercultural Collaborative. The project was aimed at fostering anti-racism and anti-discrimination in communities around the GTA while promoting diversity among organizations within the art, recreation, and youth engagement sectors. Phases were designed to carry partnership building, recruitment of participants, training, sub-project management, result sharing, and evaluation and Information dissemination. For the first time in CASSA's history, our work reached over the boundaries of GTA, and to other Canadian provinces and cities, including: Vancouver, Richmond, Surrey, Burnaby, Calgary, Edmonton and Montreal. CASSA very well triumphed its goal of nationally sharing knowledge and lessons learned with like-minded, social justice and sector specific agencies to influence their programming and services to include more participation from diverse communities. We were also efficacious in sharing our Anti-Racism, Anti-Oppression training modules with our national partners, and provided information on replicating a similar project in their own cities.

Youth were found engaged in CASSA project through an awareness campaign on the effects of smoking on the environment and mental health of young people. The campaign successfully reached out to and raised awareness to thousands of residents through various outreach strategies. Also for Youth, CASSA undertook the legal toolkit project, where a Guidebook on Transitional Issues for Refugee Youth was published in various languages. The project further advanced to disseminate the toolkit during various forums and in various cities.

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 put in; without which, CASSA's goals will be unattainable and its success, less assured.

Sanga Achakzai
CASSA Board Chair

Message from the Executive Director

Dear members, supporter, partners, funders, and friends of CASSA,

It is with great pride and pleasure that I introduce myself as the permanent Executive Director of CASSA. After a year of parental leave and working as the Interim Executive Director simultaneously, I was hired by the CASSA Board of Directors in 2018 to continue to take this organization forward. That is exactly what we have done over the last year! We have reached new heights, made more sustainable partnerships, built great relationships, and worked with many amazing talented people in our communities.

In 2018 we successfully completed two large projects funded by the Department of Canadian Heritage and Law Foundation of Ontario. We continued to work on campaigns with the Trillium Gift of Life Network on organ donation awareness, City of Toronto with civic engagement, and Toronto Public Health on youth engagement. For the first time, CASSA also received a three-year funding agreement with United Way Greater Toronto to conduct research on employment equity for South Asian immigrant communities in Toronto. You will find details of all these projects in the 2018 Projects section below.

We are continuing this progressive trend into 2019. With a focus on research, collaboration, advocacy, and leadership, we redesigned our membership model in order to better serve our membership. We hired a membership coordinator to continue conversations with our member agencies to influence the work we do. With this renewed commitment to being an umbrella agency, we have also joined many committees and advisory bodies in order to advocate on behalf of South Asian communities. This year, CASSA also formed and leads an Anti-Hate Working Group comprised of more than 30 organizations and individuals; which is looking at systemic and policy level changes to combat hate and hate crimes in Canada. CASSA also continues to take leadership through its Civic Engagement campaign in disseminating election and voter information to South Asian communities throughout the GTA and beyond through social media. Through this campaign, we encourage our communities to make informed voting decisions in upcoming elections.

Some of our success stories of 2019 include our sold-out two-day Health Equity Summit which was held in Brampton and Toronto. We gathered many equity-minded health professionals from South Asian, Black, and Indigenous communities to discuss the best way forward to developing health equity strategies. We recently put on a Multicultural Storytelling Festival in partnership with the Hispanic and Chinese communities to look at the experiences of immigration, settlement, belonging, and identity of our three communities. I also travelled the country earlier this year for the Intercultural Collaborative project to disseminate information on how other agencies can replicate similar anti-racism and anti-oppression focused projects with their own communities. You can find more details on all these initiatives in the 2019 Projects section below.

As we near the end of this year, I would like to thank all of our members, supporters, funders, partners, and friends for an amazing year and I look forward to the next one!

Samya Hasan
CASSA Executive Director

CASSA Projects 2018

Title: The Intercultural Collaborative Project

Leads: Jassi Ranauta, Chareena Varatharajan

The objective of CASSA's Intercultural Collaborative (ICC) was to foster anti-racism and anti-discrimination in communities around the Greater Toronto Area (GTA) while promoting diversity among organizations within the art, recreation, and youth engagement sectors. The project consisted of seven phases:

1. Phase 1 - Partnership Building,
2. Phase 2 - Recruitment of Participants,
3. Phase 3 - Training,
4. Phase 4 - Sub-Project Management,
5. Phase 5 - Result Sharing (local),
6. Phase 6 - Evaluation,
7. Phase 7 - Information Dissemination (national)

Phase 1 involved building partnerships in the three sectors of focus for the ICC: arts, recreation, and youth/civic engagement. These partnerships were secured for each of the three regions of focus; Region of Peel, City of Toronto, and York Region (Ontario). For Phase 2, February and December 2018, CASSA recruited volunteer participants across these regions to participate in the ICC. In Phase 3, all participants underwent a series of training sessions focusing on providing relevant anti-oppression, anti-racism, leadership development, and project management. Following CASSA's "Knowledge to Action" AOAR and other training, participants were connected to partner agencies in the three sectors of focus to develop and deliver a sub-project together in their communities focused on challenging racism and discrimination in Phase 4. Partners for these sub-projects included Scarborough Arts, North York Community House, Thorncliffe Park Youth Council, Bike Brampton, Art Gallery of Mississauga, Volunteer MBC, Social Services Network, Maple High School, and Markham Art Council. All participants who completed the sub-projects were then required to formally present their projects and findings to community agencies, policy makers, service delivery agencies and other community members in regional community forums. Participants who completed the full project were awarded Certificates for project completion in these forums. In Phase 6, CASSA contracted an independent external evaluator to conduct this evaluation study and report. Finally, Phase 7 will consist of dissemination of project objectives, outcomes, evaluation, and replication strategies to agencies to the following cities: Vancouver, Richmond, Surrey, Burnaby, Calgary, Edmonton, and Montreal. CASSA staff will be meeting with agencies representatives in the social justice, settlement and integration, arts, sports, youth engagement, and civic engagement sectors in the above mentioned cities.

Title: Engaging Refugee Youth

Leads: Fareeha Aziz, Aashima Ahuja, Chareena Varatharajan

This project focuses on the essential publication of a youth-centred Legal Education Toolkit – a comprehensive guidebook for refugee youth to support their successful integration into

Canadian life. The first phase of the project is the development of a completed toolkit in collaboration with CASSA's partner agencies. The second and final phase is the dissemination of the Toolkit to project stakeholders, such as education institutions and legal aid clinics, and refugee youth in both print and digital media.

This work addresses two significant and specific needs of refugee youth: the social isolation faced by vulnerable newcomer youth and their lack of knowledge of Canadian laws and regulations. The toolkit will feature tailored and comprehensible materials for refugee youth to guide them through the challenges of settlement and integration in Canada, such as housing, employment, education, healthcare, refugee hearings and criminal law.

The project funded by the Law Foundation of Ontario, completed its first phase by compiling and publishing the Legal Toolkit- A Guidebook on Transitional Issues for Refugee Youth in four languages, namely English, Tamil, Arabic and Urdu. We acknowledge the support of many partner agencies that worked with CASSA in making this publication a success.

We have also created and uploaded the web-based toolkit. The web version will be more accessible and user friendly for youth and it is anticipated that the youth have convenient and continued access to the web-based toolkit. The toolkit can be accessed through CASSA's web page and also on www.cassa.on.ca/toolkit. We are also happy to announce that we were able to create a few video clips with legal information on Refugee law that we couldn't include in the booklet and other pertinent information for youth. The videos could be viewed at - www.cassa.on.ca/toolkit.

In the second phase of our project, as part of the dissemination strategy, we conducted four forums to introduce and disseminate the toolkit. The introductory Forums were conducted in Scarborough, North York, Etobicoke and Kitchener-Waterloo area. We conducted these forums in partnership with agencies from the localities that are working with refugee youth. CASSA would like to congratulate the following agencies and their staff members for their continuous support and commitment. We thank them for coordinating the event and bringing their youth participants for the program.

1. Scarborough - Settlement Assistance and Family Support Services
2. Etobicoke - The Arab Community Center of Toronto
3. North York - North York Community Housing
4. Waterloo - Volunteer Action Center and Kitchener - Waterloo Multicultural Center.

All printed toolkit have been distributed to individuals, institutes and agencies including to refugee youth, CASSA's membership, non-member agencies, the Police, school boards, agencies working with refugees, educational institutes, the Toronto Public Library and MP's offices.

Research on Employment Equity for South Asian Immigrant Communities in Toronto

Leads: Mathura Karunanithy, Aashima Ahuja, Chareena Varatharajan

This is a community-based research study on the employment needs of and barriers to employment faced by South Asian immigrants in Toronto with a phased three-year timeframe. In its first year, the study will develop and execute a needs assessment study to identify these needs and barriers through rigorously engaging the South Asian community. Following this, the study will develop recommendations out of the study information to influence changes in public policy changes and to put forward recommendations to companies and business to meet the South Asians community's employment needs. Finally, a year-long campaign to engage South Asian communities as well as advocacy groups, policy makers, regulatory bodies, and employers in study findings will take place. Successful advocacy efforts in this final phase will rely heavily on South Asian community involvement to pressure all levels of government,

regulatory bodies, and corporate employers to make the necessary public policy changes to ultimately and systematically work toward the elimination of specific barriers to meaningful employment for South Asians.

Many activities related to this project were conducted in 2018 including:

- Completed focus group sessions at The East Scarborough Storefront and Frontline Community Services.
- Supported work at the Toronto East Quadrant Local Immigration Partnership (TEQ LIP) for the "What Employer Want Panel".
- CASSA continues to sit on the Meaningful Economic and Employment Opportunities (MEEO).
- Presented research at the Tamil Studies Symposium at York University.
- Supported the Day of Caring initiative by United Way Greater Toronto.
- CASSA hosted a presentation from the Workers' Action Centre (WAC) on Bill 148 and what Bill 47.
- CASSA attended a Town Hall: Canada's Poverty Reduction Strategy, held by MP Salma Zahid
- CASSA connected with Social Planning Toronto on its upcoming advocacy work.
- CASSA met with the South Asian Women's Rights Organization (SAWRO) to see how it could support project needs.

Investment in Youth Engagement

Leads: Ayman Almaghribi, Mathura Karunanithy, Rohullah Naderi, Aashima Ahuja

The Investment in Youth Engagement (IYE) initiative was established by Toronto Public Health (TPH) to support youth engagement work in Toronto communities and provide funding to support community health promotion projects. It is intended to motivate and create opportunities for youth to develop their leadership skills and engage in and act on health issues within Toronto. This initiative is youth driven, which means that youth are involved in all aspects project planning and implementation. CASSA facilitated in creation of an enthusiastic youth group consist of 12 members. In addition to developing leadership skills for Youth group members, the project goals are to eliminate Environmental Tobacco Smoke (ETS) in multi-unit dwellings and to prevent accumulation of butt litter. The project span is for 18 months, January 2018 to June 2019 and its focus is in the Thorncliffe Park neighbourhood. The project involves many activities, training, designing behaviour change messages along with distribution of printed materials, information booths, and meeting with stakeholders.

South Asian Heritage Month Poster 2018

Lead: Augustine Jegasothy, Natalie Narine, Chareena Varatharajan, Aashima Ahuja

This annual poster series showcases South Asian community change makers and champions in celebration of South Asian Heritage Month in May. The poster is both a recognition of South Asian excellence and a community education device.

This year Ritu Bhasin, Dr. Shafi Bhuiayn, Jeewan Chanicka, Farrah Khan, Shalini Konanur, Nelofer Pazira, Neethan Shan and Vivek Shraya were featured. CASSA proudly celebrated this year's nominees at its South Asian Heritage Month Reception on May 11, 2018 at Toronto City Hall.

South Asian Gift of Life

Lead: Ayman Almaghrabi, Aashima Ahuja, Augustine Jegasothy, Chareena Varatharajan

CASSA partnered with the Trillium Gift of Life Network (TGLN) to promote organ and tissue donation within the South Asian Community. In previous years, CASSA and TGLN have partnered to draw attention to the necessity of organ/tissue donation in saving lives. These joint campaign efforts have resulted in more than 10,000 South Asians committing as organ donors.

Building on past efforts, CASSA worked hard this year to foster a clear understanding of organ donation and to expel myths associated with donating organs/tissue among South Asian communities. CASSA proudly hosted The South Asian Gift of Life Gala in 2018 on May 26 to elevate organ donation advocacy through the voices of South Asian advocacy champions and medical survivors whose recovery relied on organ/tissue donation.

2019 Project Highlights

Research on Employment Equity for South Asian Immigrant Communities in Toronto

This initiative is a three-year community based research study on the employment needs, barriers, and recommendations for employment equity for South Asian immigrant communities in Toronto. The study will aim to conduct a needs assessment study to identify the needs and barriers of South Asian immigrant communities in Toronto are to gaining meaningful employment. Once the study has concrete ideas of the needs and barriers, the second part of the study is to develop recommendations for public policy changes as well as recommendations for business process improvements to help meet the needs and alleviate the barriers faced by South Asian communities.

Using the findings of the Needs Assessment Report as well as the Recommendations Report, the third and final part of the initiative will be a year-long campaign to engage communities and disseminate information on the findings of this study to advocacy groups, policy makers, regulatory bodies, and employers. In this phase, we will engage the South Asian immigrant communities in Toronto in advocacy efforts to pressure all three levels of government, regulatory bodies, and large employers, to make the necessary public policy changes to eliminate barriers to meaningful employment and to advocate for sector wide changes for employers.

We continue to read articles as part of the literature review. For Focus groups, Key Informant Interviews and Surveys, we have outreached with over 300 organizations. The surveys are available in English, Tamil, Punjabi and Bengali. Eligible participants will be given a \$10 Tim Hortons gift card.

Complete and share the survey link with your networks:
<https://www.surveymonkey.com/r/EmploymentEquityCASSA>

The project has supported policy and legislation related to the project. We have connected with policy partners such as the Workers Action Centre (WAC), Equal Pay Coalition, Toronto Community Benefits Network (TCBN), TTCRiders and Scarborough Transit Action, Scarborough Civic Action Network (SCAN), Ontario for All, Social Planning Toronto (SPT), and the Better Way Alliance. We have done a deputation and have participated in policy discussions around transit at City of Toronto. We advocated for Bill 148 and tried to get South Asian communities to understand Bill 47, we met with the Ministry of Labour to discuss the Pay Transparency Act and submitted as part of the consultation. More broadly, we have shared materials such as webinars, petitions, and learning materials of our policy connections. We have participated in panels on conferences. We were part of York Universities, Global Labour Conference and Tamil Studies Symposium. We presented and spoke on a panel at the Inequality and Racism and the South Asian Community event. This event was hosted for OPSEU Coalition of Racialized Workers for National Asian Pacific Heritage Month. We supported the Toronto East Quadrant Local Immigration Partnership (TEQ LIP), Immigrant Employment TO Day 2019 and Employer Engagement events. We presented at the TEQ LIP and the Toronto Newcomer Council. We also presented for Next Gen Men and the Canadian Partnership for Women and

Children's Health (CanWaCH). CASSA hosted the Research and Collaboration Symposium. The Symposium was in partnership with the University of Toronto (U of T), York University, and the University Health Network (UHN)

We doing ongoing work on the Toronto East Quadrant Local Immigration Partnership (TEQ LIP), and support the Meaningful Employment Economic Opportunities Action Group (MEEO). We also sit on the Equity, Diversity and Inclusion (EDI) Taskforce at Humber College.

Investment in Youth Engagement (IYE)

Over the course of the last 18 months CASSA has guided the CASSA IYE group of youth to develop and coordinate a widespread campaign on the effects of butt litter on the environment and of smoking on the mental health of young people. This campaign has successfully reach out to thousands of people through outreach during festivals, meeting government officials, and distribution of flyers. The successes include increased knowledge of butt litter on the environment and on mental health as well as significant skill enhancement of the youth involved on project management.

All required deliverables for the project have been completed including 6 training workshops on health promotion, leadership development, project planning, outreach, environmental impact of tobacco smoke and butt litter, and evaluation skills. A flyer and poster were designed and printed. These flyers and posters were distributed through 12 information booths at various events, conferences, and festivals. T-shirts were also designed and printed and distributed through outreach. Finally, meetings with government officials and landlords were organized for advocacy and policy change.

Regarding policy development, CASSA IYE group met with MPP Doly Begum and MPP Peter Tabuns to discuss environmental implications of butt litter and policy changes to reduce the negative impact. Both government officials were very pleased to meet with our group and commended us for taking this campaign forward. The project reached the youth and young adult populations and racialized youth. The number of youth members in your IYE group was 18. The estimated number of youth in community directly reached by project activities was 2000. The estimated number of youth reached by social media was 3000. During the course of the project, we let the youth group decide how they wanted to carry out the deliverables of the campaign. They decided on the designs for all of the outreach materials which were very attractive and relevant for other young people due to the use of pop culture. As a result, the outreach activities went very well and young people were happy to pick up our flyers, posters, and t-shirts.

One of the biggest challenges we had was retaining the original group of youth over the course of 18 months as their priorities changed around school and part time work. To work around this, we recruited more youth every time any member of the IYE group became unavailable to participate. We also changed the staff person who was available to support the needs of this project. This helped us increase the attendance of the youth during planning meetings as well as increased the rate of youth showing up to do the outreach.

Over the last 18 months, we learned that any project involving youth has been flexible and adaptable to the needs and ideas of the youth group. We incorporated this new learning into the extension application that we applied to for the IYE group. It will be focused on using new and innovative media to continue the butt litter free campaign including social media, webinars, short videos and CASSA's website to promote the information that the youth have already learned and worked very hard to develop.

Finally, we would like to commend the IYE working group for the continuous support and flexibility they have provided us throughout this project while understanding the challenges of working in a project lead by youth.

Health Equity Summit 2019

On August 7th and 8th, 2019, CASSA hosted its 8th annual Health Equity Summit. For the first time, the Summit took place over two days at two different locations. The first day took place at Peel Memorial Centre (August 7th, Brampton) from 9:30 am – 4:30 pm. The second day took place at Ryerson University, Ted Rogers School of Management (August 8th, Toronto) from 9:30 am – 4:30 pm. The Health Equity Summit is a recognizable event that addressed health issues and inequities, specifically ones affecting South Asians and other racialized communities. This year's Summit focused on gathering community input on a health equity strategy from the South Asian and other racialized communities working on health equity strategies in the GTA. We also explored ways to engage the current government through research and advocacy. This event featured panel discussions on various topics. The panel discussions consisted of breakout sessions of about 20-25 participants and plenary sessions of about 80 participants. Each speaker was given 15 minutes to present on their panel topic and 15 minutes at the end for discussion/Q&A.

On August 7th at Peel Memorial Centre, the day began with three breakout sessions:

- Chronic Health – Heart Health and Cancer
- Mental Health
- Sexual Health

This was followed by a plenary session on Health Equity Policy. The afternoon breakout sessions consisted of:

- Maternal Health
- Chronic Health – Diabetes and Kidney Health
- Social Determinants of Health

The afternoon plenary session was on the topic of Best Practices in Health Equity.

On August 8th at Ryerson University, the day began with two plenary sessions:

- Best Practices – Black Health
- Best Practices – Indigenous Health

Lunch was followed by a Community Feedback and Input Session that consisted of small group discussions facilitated by a CASSA staff member.

The afternoon plenary sessions consisted of:

- Health Equity Policy
- Health Equity Advocacy

We are thankful to our partners in Toronto and Peel Region who have supported this event including:

Ryerson University, Department of Nursing, William Osler Health System, Punjabi Community Health Services, South Asian Legal Clinic of Ontario, The Neighbourhood Organization, Humber College and CARE Centre for Internationally Educated Nurses

Overall, the ticket sales exceeded our goal. For the first time, the Health Equity Summit was sold out.

APG's Toronto Equity Forum on Housing

On Thursday July 11th, 2019, the Alternative Planning Group (APG) hosted its annual Toronto Equity Forum. The Alternative Planning Group (APG) is a unique collaboration of three major planning organizations representing three of the most populace ethnic communities in the City of Toronto, namely, Council of Agencies Serving South Asians (CASSA), Chinese Canadian National Council Toronto Chapter (CCNCTO), and Hispanic Development Council (HDC). Not representative of all ethno-racial communities, this partnership is based on the commonality of interests whose “location” is defined by the group identity as ethno-racial communities, constituting immigrant and refugee populations, facing “settlement” and “integration” issues, affected by historical and continuing legislative, social, political and economic marginalization. Their respective histories yield commonalities and differences that both strengthen and inform the “partnership”. The group shares a vision of joint planning through individual experience that translates into joint events that build bridges between the four communities that focus on ethno-racial issues that are firmly grounded in anti-racist strategies/methodology. This addresses a plurality of experiences, both within and across communities simultaneously. This group is unique in that it has organically evolved, coming together out of a need to do so, while negotiating differences along the way. This process itself has resulted in the emergence of theory as an outcome of practical experience that is then applied to joint planning initiatives.

What is fundamentally different in this model from traditional conceptualizations of social planning is that it recognizes the importance of the ongoing social planning activities each member agency conducts on a day-to-day basis. The partnership focuses on a process of joint planning that is informed by each community’s needs and experiences as understood through the independent planning that each agency undertakes through its regular work. It does not create “silos” where planning is separate from community development, research, and direct service delivery, but rather views social planning as an ongoing process with the goal of effective social development and equity.

The Toronto Equity Forum is an annual forum hosted by the APG with a focus on a pressing municipal issue. This year the focus of the forum was on Housing. It was held at the North York Civic Centre in the Members Lounge. This year we decided to focus on the barriers and needs for housing in Toronto and we encouraged agencies and members of the South Asian, Hispanic, and Chinese communities in Toronto to attend the Equity Forum. APG came together to have this forum to gain input from these communities for the new Affordable

Housing Strategy currently under development at the City of Toronto. Often our marginalized communities are left out of these conversations and so we were glad that we were able to organize this diverse community consultation to have the input of our communities conveyed to influence the City's new Affordable Housing Strategy.

2019 South Asian Heritage Month Poster

To commemorate May as South Asian Heritage Month, CASSA held our Annual South Asian Heritage Month reception on Thursday May 23 at the Scarborough Civic Centre. The theme of this year's event was "Celebrating Champions for Gender Equity." South Asians represent the fastest growing immigrant population in Canada. The South Asian Heritage Month Reception was an excellent opportunity to connect with the South Asian community and to learn from this year's featured champions on gender equity.

This was the fourth year we are featuring this important initiative with the objective of raising awareness and celebrating the contribution of South Asian Canadians to our city and country's social fabric. We had a very successful panel discussion on gender equity with South Asian Canadian Trailblazers: Dr. Agnes Thomas, Ausma Malik, Haran Vijayanathan, Maya Roy and Dr. Rupaleem Bhuyan. They shared their experiences and the challenges of advocating for gender equity and the importance of intersectionality in their work.

Civic Engagement Campaign

CASSA's 2019 Civic Engagement campaign is focused on encouraging more South Asians to discuss issues that they care about and make informed voting decisions in the upcoming federal election. We are especially talking to populations who may be disengaged, less informed about the political process, or require culturally sensitive material, such as newcomers, youth and seniors, through the campaign. The campaign involves conducting workshops at community organizations across the GTA, and chatting with residents at local community events.

CASSA is also coordinating a community leaders group on hate crimes, where we will be meeting with representatives of federal political parties and the government in order to provide recommendations on preventing and addressing hate crimes in Canada. We are also working with the Urban Alliance on Race Relations to host an all-candidates' debate on racial justice in the riding of Scarborough-Rouge Park for the upcoming federal election.

we conducted numerous civic engagement workshops with organizations such as the Punjabi Community Health Services, East Scarborough Storefront, Stouffville Golden Years Seniors Club, and Noor Cultural Centre. We also attended Eid festivals in the Peel region to spread awareness about the upcoming election. Over the next month we will be conducting more workshops with the Punjabi Community Health Services, West Scarborough Neighbourhood Community Centre, Social Services Network, Brampton and Regional Islamic Centre. Currently, we are planning on engaging youth in a social media campaign so that they can educate their peers about the upcoming election.

Anti-Hate Working Group

After the world-wide shock that came out of the New Zealand Mosque shooting, CASSA and its allies decided that we need to take proactive approach in ensuring this event does not replicate itself in Canada again. CASSA invited 40-50 individuals from all over the Greater Toronto Area who were leaders in the non-profit, faith/inter-faith, policy, and advocacy sectors. More than 30 community leaders attended the first meeting in April of this year. Through this meeting, the group decided they would focus on the systemic and policy level issues relating to six areas. These include legal tools/legislation, education/tools for children, social media, inter-faith supports, political engagement, and media engagement. After a series of meetings, the Anti-Hate Working Group developed six recommendations for the federal government to prevent and combat hate and hates crimes in Canada. The group aims meet with all four major political parties ahead of the federal election to garner support for their recommendations. The group is also currently exploring strategies to combat hate content and misinformation on social media. The work of the Anti-Hate Working Group will continue through 2020 and we are happy to have even more allies on board to help us achieve our goals!

Multicultural Storytelling Festival

Council of Agencies Serving South Asians (CASSA), Hispanic Development Council (HDC) and Chinese Canadian National Council Toronto Chapter (CCNCTC) are hosting a Multicultural Storytelling Festival. The festival will assist in building bridges between Chinese, Hispanic and South Asian communities in the Greater Toronto Area by bringing together these communities under one roof and providing an opportunity to educate on each other's culture and struggles as racialized communities. The festival will also shine a spotlight on the stories of seniors and youth by facilitating intergenerational conversations throughout the festival. We will be providing a safe space to seniors and youth to tell their stories of struggles, acceptance, survival, immigration, settlement, and integration.

The festival was held on Saturday, September 7th, 2019 at the Albert Campbell Square, over 700 people attended the festival. The attendees enjoyed a wide array of activities, one of the most popular aspects of the festival was the Kids Corner, which had free popcorn, cotton candy, bouncy castles, and face painting. The kids also got to read multicultural books during story-time. The Free Henna Stall offered beautiful designs; along with that, food vendors and food trucks provided a taste of traditional cuisine from the Chinese, South Asian, and Hispanic community. Attendees were also able to experience different cultures through dance and musical performances which featured Bhangra, Ancient Chinese Music, Bharatnatyam, Hispanic folk dance.

The festival also featured Intergenerational Storytelling Circles; the circles had South Asian, Chinese and Hispanic elders engage with youth to share experiences of immigration, employment, and racism. This dialogue helped capture the senior's narratives and wisdom and offered future generations advice on navigating Canadian society. The youth saw the seniors as a sight of resilience as a result of this discussion.

We had community engagement from volunteers that supported the festival with their generous

support. The festival also gave a chance for participants to win giveaways, which featured gift card and gift sets and Samsung Tablets. It was a huge undertaking, yet it was worthwhile as it brought three different communities to celebrate their art and culture and use it as a vehicle for social change. Participants left with an understanding of diverse cultures, spoken-word performances discussed Islamophobia, racism, and deportations, which allowed for an understanding of the struggles faced by racialized communities.

In the future, we hope to continue carrying on such events that center the voices of racialized communities and offer time and space to celebrate each other.

Membership & Community Relationship

Over the years, CASSA has cultivated over 120 member agencies. We are proud to have the support of our members and we look forward to addressing their needs further as an umbrella organization of agencies.

As part of your membership with CASSA, we are happy to advertise your events, job openings, workshops, and more through CASSA's monthly newsletters (3000+ reach), website and social media. Since 2009, members have received regular updates on current events and topics in the social services/social justice field in Ontario's South Asian communities. Furthermore, our member agencies are given priority for any capacity building grants received by CASSA and are provided discounted fees for conferences, workshops, trainings, meetings and summits hosted by CASSA.

To support our mission and vision, we encourage you to become a CASSA individual or agency member. Our annual membership fee is only \$20 for individuals however for organizations the suggested fees vary according to overall operating budget. Please email shimaa@cassa.on.ca for further information.

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

FINANCIAL STATEMENTS

DECEMBER 31, 2018



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

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

INDEX

DECEMBER 31, 2018

INDEPENDENT AUDITOR'S REPORT.....	Page 1, and 2.
STATEMENT OF FINANCIAL POSITION.....	Page 3.
STATEMENT OF OPERATIONS AND MEMBERS' EQUITY.....	Page 4.
STATEMENT OF CASH FLOWS.....	Page 5.
NOTES TO FINANCIAL STATEMENTS.....	Page 6. to 9.





INDEPENDENT AUDITOR'S REPORT

**To the Members of
Council of Agencies Serving South Asians
Report on the Audit of the Financial Statements**

Opinion

I have audited the financial statements of Council of Agencies Serving South Asians ("the Organization"), which comprise the statement of financial position as at December 31, 2018, the statement of operations and changes in net assets, and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In my opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Council of Agencies Serving South Asians as at December 31, 2018, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

I conducted my audit in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of my report. I am independent of the Organization in accordance with the ethical requirements that are relevant to my audit of the financial statements in Canada, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of Management and Those Charged with Governance 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 control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing these financial statements, management is responsible for assessing the Organization's ability to continue as going concern, disclosing, as applicable, matters related to a going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

INDEPENDENT AUDITOR'S REPORT (Continued)

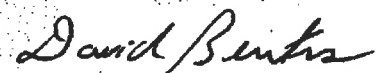
Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, I exercise professional judgement and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicated with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Richmond Hill, Ontario
February 25, 2019



Chartered Professional Accountant
Licensed Public Accountant



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

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

STATEMENT OF FINANCIAL POSITION

AS AT DECEMBER 31, 2018


ASSETS

	<u>2018</u>	<u>2017</u>
<u>CURRENT</u>		
Cash and Short-term Investments (Note 2)	\$ 85,500	\$ 86,792
Grants and Accounts Receivable	40,115	14,508
Prepaid Expenses and Deposits	6,893	7,724
	<u>132,508</u>	<u>109,024</u>
<u>CAPITAL (Note 5)</u>	<u>3,332</u>	<u>2,068</u>
	<u>\$ 135,840</u>	<u>\$ 111,092</u>


LIABILITIES AND NET ASSETS

<u>CURRENT</u>		
Accounts Payable and Accrued Charges	\$ 9,034	\$ 3,685
Deferred Contributions (Note 3)	24,106	4,982
	<u>33,140</u>	<u>8,667</u>
<u>NET ASSETS</u>	<u>102,700</u>	<u>102,425</u>
	<u>\$ 135,840</u>	<u>\$ 111,092</u>

APPROVED BY THE BOARD:



Director Chair



Director (Treasurer)

(See Accompanying Notes)



COUNCIL OF AGENCIES SERVING SOUTH ASIANS
STATEMENT OF OPERATIONS AND MEMBERS' EQUITY
FOR THE YEAR ENDED DECEMBER 31, 2018

<u>REVENUE</u>	<u>2018</u>	<u>2017</u>
Grants (Note 4)	\$ 311,718	\$ 110,312
Sponsorships, Fundraising and Workshops	943	10,104
Interest Income	215	401
Membership Fees	2,970	110
	<u>315,846</u>	<u>120,927</u>
<u>EXPENSES</u>		
Salaries and Benefits	205,400	89,383
Project Expenses	31,245	11,181
Office and General	29,968	7,428
Rent and Utilities	19,504	10,577
Travel and Transportation	9,807	1,407
Professional Services	11,110	3,728
Research and Workshops	4,749	300
Bad Debts	-	806
Insurance	2,986	2,953
Amortization	802	657
	<u>315,571</u>	<u>128,420</u>
<u>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES</u>	275	(7,493)
<u>MEMBERS' EQUITY, Beginning of Year</u>	<u>102,425</u>	<u>109,918</u>
<u>MEMBERS' EQUITY, End of Year</u>	<u>\$ 102,700</u>	<u>\$ 102,425</u>

(See Accompanying Notes)



COUNCIL OF AGENCIES SERVING SOUTH ASIANS

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED DECEMBER 31, 2018

	<u>2018</u>	<u>2017</u>
<u>CASH PROVIDED BY OPERATING ACTIVITIES</u>		
Excess (Deficiency) of Revenue over Expenses	\$ 275	\$ (7,493)
Amortization Expense	802	657
(Increase) Decrease in Accounts Receivable	(25,607)	2,183
(Increase) Decrease in Prepaid Expenses	831	500
Increase (Decrease) in Accounts Payable	5,349	(1,694)
Increase (Decrease) in Deferred Contributions	<u>19,124</u>	<u>(528)</u>
<u>CASH USED IN INVESTING ACTIVITIES</u>		
Purchase of Capital Asset	<u>(2,066)</u>	<u>-</u>
<u>DECREASE IN CASH AND CASH EQUIVALENTS</u>		
	<u>(1,292)</u>	<u>(6,375)</u>
<u>CASH & CASH EQUIVALENTS, Beginning of the Year</u>		
	<u>86,792</u>	<u>93,167</u>
<u>CASH & CASH EQUIVALENTS, End of the Year</u>		
	<u>\$ 85,500</u>	<u>\$ 86,792</u>
 <u>CASH & CASH EQUIVALENTS REPRESENTED BY</u>		
Cash	\$ 37,738	\$ 39,245
Investment Savings	<u>47,762</u>	<u>47,547</u>
	<u>\$ 85,500</u>	<u>\$ 86,792</u>

(See Accompanying Notes)



COUNCIL OF AGENCIES SERVING SOUTH ASIANS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2018

PURPOSE OF ORGANIZATION:

The Council of Agencies Serving South Asians ("the Organization") is a not-for-profit organization registered as a corporation without share capital in the Province of Ontario.

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:

These financial statements have been prepared by management in accordance with the Canadian accounting standards for not-for-profit organizations. The organization's significant accounting policies are as follows:

a) Revenue Recognition

The Organization follows the deferral method of accounting for contributions, which include government grants.

Government grants are recorded as revenue in the fiscal period in which the operating and/or project expenses are incurred.

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

(b) Use of Estimates

The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenditures during the reported period. Actual results could differ from management's best estimates as additional information becomes available in the future.

Significant items subject to such estimates and assumptions include the useful lives of capital assets and year-end accrued liabilities.

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2018

1. SIGNIFICANT ACCOUNTING POLICIES: (Continued)

(c) Capital Assets

Property and equipment are recorded at cost and are being amortized over their estimated useful lives. The annual amortization rates and methods are as follows:

Furniture and Fixtures	20% Declining balance
Equipment	20% Declining balance
Computer Equipment	30% Declining balance

A capital asset is tested for impairment whenever events or changes in circumstances indicate that its carrying amount may not be recoverable. An impairment loss is recognized when the carrying amount of the asset exceeds the sum of the undiscounted cash flows resulting from its use and eventual disposition. The impairment loss is measured as the amount by which the carrying amount of the capital assets exceeds its fair value.

(d) Income Taxes

The organization is a not-for-profit organization under the Income Tax Act (Canada) and, as such, is exempt from income taxes.

(e) Financial Instruments

The organization initially records all financial instruments at fair market value, and subsequently records them at amortized cost.

The organization's financial instruments consist of cash, short-term investments, accounts receivable, grants receivable, net HST recoverable, accounts payable and accrued liabilities.

2. CASH AND SHORT-TERM INVESTMENTS:

The Cash balance for fiscal 2018 includes \$47,547 (2017 - \$47,547) in Guaranteed Investment Certificates maturing in December 2018 and earning interest of 0.6% per annum (2017 - 0.45%).

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2018

3. DEFERRED CONTRIBUTIONS:

Deferred contributions are comprised as follows:

	<u>2018</u>	<u>2017</u>
<u>OPERATING/PROGRAMMING</u>		
City of Toronto - Investment in Youth Engagement	\$ 6,805	\$ 4,982
Deferred Revenue UW	17,301	
	<u>\$ 24,106</u>	<u>\$ 4,982</u>

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

	<u>2018</u>	<u>2017</u>
<u>BEGINNING BALANCE</u> , related to operating funding	\$ 4,982	\$ 5,510
<u>LESS:</u> Amounts recognized as revenue during year	(4,982)	(5,510)
<u>ADD:</u> Amounts received related to the following year	24,106	4,982
<u>BALANCE</u> , End of the Year	<u>\$ 24,106</u>	<u>\$ 4,982</u>

4. GRANTS:

	<u>2018</u>	<u>2017</u>
<u>OPERATING/PROGRAMMING</u>		
City of Toronto	\$ 100,736	\$ 95,248
Trillium Gift of Life Network	16,652	5,510
Social Planning Toronto	-	5,000
Law Foundation	55,917	
United Way	42,624	
Human Resources & Skills Development Canada	4,644	4,554
Candian Heritage	91,145	
<u>TOTAL GRANTS</u>	<u>\$ 311,718</u>	<u>\$ 110,312</u>

5. CAPITAL ASSETS:

Capital assets consist of the following:

	<u>2018</u>			<u>2017</u>
	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Net Book Value</u>	<u>Net Book Value</u>
Office Equipment	\$ 15,307	\$ 14,281	\$ 1,026	\$ 1,283
Computers	11,371	9,065	2,306	785
	<u>\$ 26,678</u>	<u>\$ 23,346</u>	<u>\$ 3,332</u>	<u>\$ 2,068</u>

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2018

6. FINANCIAL INSTRUMENTS - RISK MANAGEMENT:

a) Interest Rate Risk

Interest rate risk is the risk of potential financial loss caused by fluctuations in fair value of future cash flow of financial instruments due to changes in market interest rates. The Organization is exposed to this risk through its interest bearing investments. The Organization manages this risk through investing in fixed-rate securities of short to medium term maturity and plans to hold the securities to maturity.

b) Credit Risk

Credit risk is the potential for financial loss should a counter-party in a transaction fail to meet its obligations. The Organization is exposed to credit risk with respect to its receivables.

c) Liquidity Risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Organization manages this risk by preparing and monitoring detailed forecasts of cash flows from operations, anticipating investing and financing activities and holding assets that can be readily converted into cash.

The organization's financial instruments consist of cash, short-term investments, 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 liquidity risks.

The extent of the organization's exposure to the above risks did not change during 2018.

7. 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 2018 - 2019

Returning Directors:

Sanga Achakzai – Chair

Graduated from York University with a Specialized Honors in International Relations, Sanga Achakzai comes to CASSA with a passion for social justice, social equity and poverty reduction. She brings with her, over 10 years of experience in community development/ engagement, project management, strategic planning, policy analysis, immigration and settlement, and fund development. Following her passion for gender equity, she took the role of a research project manager with the Afghan Women’s Organization (AWO) for a research proposal for CIDA. Her research entailed qualitative and quantitative measures to discover sustainable development opportunities for women in Afghanistan. For over 4 years, as a member of the East Toronto Local Immigration Partnership, Sanga has taken part in community-based strategic planning to enhance diversity and inclusiveness, as well settlement and employment experiences of immigrants in the community. Her professional experience also includes her association with Professional Immigration Networks (PINs) where she shares her expertise in supporting the development of immigrant professionals in their careers in Canada.

Anjum Sultana – Vice Chair

Anjum Sultana Anjum Sultana is a policy professional, researcher and advocate deeply committed to advancing social and economic justice in Toronto, Canada and globally. Currently, Anjum serves as the Director of Public Policy & Strategic Communications at YWCA Canada, the nation's oldest and largest women's serving organization. Anjum is Founder of Millennial Womxn in Policy, a community of practice that connects over 1700 women and non-binary people working in policy across North America and Europe in civil society, politics, private sector and public service. Anjum has worked in global health with placements in Ghana, Kenya and Tanzania. Anjum has organized to promote health equity with Canadian Doctors for Refugee Care, Decent Work and Health Network, and OHIP for All. Anjum serves on the boards of the Regent Park Community Health Centre, Toronto Environmental Alliance and the Council of Agencies Serving South Asians (CASSA). At CASSA, Anjum serves as Vice-Chair. Anjum is also Founding Advisor of Progress Toronto and served as Canadian Delegate at the 2019 G7 Youth Summit in Paris, France. For her extensive contributions to Toronto and beyond, Anjum is the recipient of the 2019 Inspiring Leadership Frances Lankin Community Service Award by Social Planning Toronto. Anjum holds a Masters of Public Health from the Dalla Lana School of Public Health at the University of Toronto.

Tanzina Islam – Secretary

Tanzina Islam is a public health planner specializing in health promotion strategies within the community health sector. She is currently the Manager of Health Promotion & Community Relations at the East Mississauga Community Health Centre. In her role, she oversees health interventions targeting priority populations, supports strategic planning, and monitors population needs and advocates for the good health of the Mississauga community. She was a former 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, social justice and health equity across institutions such as Humber College, Toronto Public Health, St Michael's Hospital and the Centre for Addiction & Mental Health (CAMH). Tanzina also leads two independent research projects focused on 'understanding 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, strengthening community action, and challenge sociopolitical structures that contribute to poor health and health disparities.

Leanne Saldanha – Treasurer

Leanne Saldanha brings a strong background in arts and cultural heritage to the board. Leanne has graduated from the University of Toronto with an HBA and an MA in Art History. Delighted by the beauty and proliferation of art production in Renaissance Italy and the Netherlands, Leanne was initially drawn to the study of religious and philosophical themes in early Renaissance visual art with a highly Eurocentric focus. It was only later, as a graduate student, that Leanne realized the necessity of exploring and celebrating the complicated and searching works of post-modern and contemporary South Asian diaspora artists and collectives.

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 and integration processes for recent immigrants and refugees. Her research focuses on issues of integration and belonging and the complexity of these social asks in Western societies, especially for diaspora individuals and communities who are subject to experiencing social inequities and injustices here in Canada.

Over the years, Leanne has worked with several equity-seeking groups and not-for-profit organizations with a focus on refugee integration, environmental issues, capacity building, racial equity, community engagement, and social justice. Leanne is highly attuned to the difficulties of social inclusion and equity-seeking in urban contexts and is committed to tackling social concerns for South Asian communities through CASSA. She is also an avid policy and political campaigns enthusiast with a passion for fostering thoughtful and informed civic participation especially in South Asian communities.

CASSA Board of Directors
Proposed Slate 2019-2020

Anita Singh

Anita is a political organizer, academic and policy lead in Toronto. Anita's doctoral research focused on the Indo Canadian community's efforts to influence Canadian foreign policy towards India. Her research has been supported by SSHRC doctoral and post-doctoral fellowships, which she held at the Munk School of Global Affairs.

Anita is a regular contributor to Canadian media outlets on Canada-India relations and has had her most recent work published in Canadian Foreign Policy Journal and Diaspora: A Journal of Transnational Studies.

Her passion is organizing political campaigns to ensure that we elect diverse representatives to better represent our society at all levels of government. She was a Regional Volunteer Coordinator for Toronto on a federal leadership campaign and has recently been elected for a two-year term as Ontario Women's Representative on the NDP's Federal Council. In 2018, Anita organized for progressive candidates in their bids for a more representative City Council.

Strategic Framework 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.

2018 Staff

Executive Director	Samya Hasan
Finance Manager	Farhat Hasan
General Manager	Augustine Jegasothy
Project Managers	Ayman Almaghrabi and Jassi Ranauta
Project Lead	Fareeha Aziz
Senior Research Analyst	Mathura Karunanithy
Outreach Coordinator	Rohullah Naderi
Membership Coordinator	Natalie Narine and Tsega Bushkera
Co-op Students:	
Social Planning Coordinator	Aashima Ahuja
Health Equity Coordinator	Chareena Varatharajan
Project Assistant	Zobia Hassan, Rida Batool & Gursimran Kaur

2019 Staff

Executive Director	Samya Hasan
Finance Manager	Farhat Hasan
Senior Research Analyst	Mathura Karunanithy
Outreach Coordinator	Rohullah Naderi
Membership Coordinator	Shimaa Haj Ahmed
Co-op Students/Interns:	
Social Planning Coordinator	Shehnaz Hariff
Health Equity Coordinator	Sophia Ayathurai and Sharifa Kazi
Administrative Assistant	Suprava Basnett
Membership Assistant	Madina Ajiz
Summer Staff/Interns:	
Executive Assistant	Sitharsana Srithas
Civic Engagement Coordinator	Naima Raza, Ariyana Klair
Digital Media Coordinator	Qudsiya Jabeen
Outreach Assistant	Rafay Syed
Events Coordinator	Hamna Mughal
Project Assistant	Gursimran Kaur
Membership Assistant	Erma Hassan
Administrative Assistant	Syeda Aksa Anzuman

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

List of CASSA 2018 Volunteers

Lamia Akbar	Tanzil Islam
Azreen Ferdeus Sikder	Rezwana Khalil
Danesh Kissoon	Saher Shaikh
Kajani Sadikumar	Wilhelm Pieters
Hiranya Nakandala	Vashikar Sasikumar
Bavetra Sivakumar	Shivangi Gaur
Sajane Puvaneswaran	Akshana Asokan
Aashima Ahuja	Mehathie Sivakumaran
Herleen Arora	Aiman Khan
Cat Chhina	Rehan Nasir
Tasmeea Islam	Kiresan Kirupanannthan
Apira Ragunathan	Tafriha Islam
Fazila Mulla	Deewa Ranzooryar
Mehathie Sivakumaran	Mehathie Sivakumaran
Lema Ransooryar	Chareena Varatharajan

LIST OF MEMBER AGENCIES

1. 905 Women for Women
2. Abhinayakshetra Fine Arts Canada
3. Afghan's Women's Organization
4. Armadale Older Adults Club
5. ASAAP - Alliance for South Asian AIDS Prevention
6. Bangladeshi Canadian Community Services (BCS)
7. Birchmount Bluffs Neighbourhood Center
8. Brampton Tamil Association
9. Brampton Tamil Seniors
10. Canada Sri Sabarimala Iyappan
11. Canadian Aids Treatment Information Exchange (CATIE)
12. Canadian Breast Cancer Society
13. Canadian Centre for Victims of Torture
14. Canadian Tamil Chamber of Commerce
15. Canadian Tamil Congress
16. Canadian Tamil Youth alliance
17. CANTYD
18. Carefirst Foundation
19. CAW Canada
20. Cedarwood Tamil Community Association Ratepayers
21. Centennial College Employment Services
22. Centre for Community Learning & Development
23. CICS - Centre for Information and Community Services of Ontario
24. Community Environment Alliance
25. Community Legal Clinic of York Region
26. Community Resource Development Organization of York Region
27. Community Social Planning Council of Toronto
28. COSTI Immigrant Services
29. Crescent Village Housing Corporation (Jafari Islamic Housing Corporation)
30. Durham Tamil Association
31. Epilepsy Toronto
32. Evergreen Hospice
33. Family Inter-Generation Link (FIG Link)
34. Family Service Toronto
35. Family Services of York Region
36. Frontline Community Services
37. Golden Years Seniors Stouffville
38. Greenborough Tamil Seniors Wellness Club
39. Human Endeavour
40. Humber College Institute of Technology and Advanced Learning-The Centre for Human Rights, Equity & Diversity
41. InCharge Canada
42. Indo Canadian Association of Durham
43. Interim Place

44. J.R.S.College
45. Job Skills
46. Labour Education Center
47. Loxley Foundation
48. Mannar Friendship Association
49. Markham Arts Council
50. Markham Christian Worship Centre
51. Markham Cricket Academy
52. Markham South Asian Seniors
53. Markham Tamil Organization
54. Markham Tamil Seniors
55. Markham Tamil Seniors Association Canada
56. MCIS(Interpreting) Services Member
57. Menaka Thakkar Dance Company
58. METRAC - Metropolitan Action Committee on Violence Against Women and Children
59. Middlefield Seniors Wellness Club
60. Millennium Motorist Foundation of Canada
61. Muslim Kidney Project, UHN Kidney Health Education and Research Group
62. Neighbourlink North York
63. Nepalese Canadian Community Services
64. Newcomer Women's Services Toronto (NEW)
65. Ontario Bengali Cultural Society
66. Ontario Seniors Tamil Center
67. Pak Seniors Forum (PSF)
68. People for Education
69. Polycultural Immigrant & Community Services
70. Progressive Action for Community Empowerment (PEACE), Radio Metro Mail
71. Punjabi Community Health Services - PCHS
72. Rehma Community Services
73. Riverdale Immigrant Women's Centre
74. RWDSW/UFCW
75. SAHHG - South Asian Heart Health Group
76. Sandgate Women Shelter
77. Scadding Court Community Centre
78. Scarborough Arts
79. Scarborough Women's Centre
80. Schizophrenia Society of Ontario
81. School of Continuing Studies, University of Toronto
82. Service Employees International Union
83. Sheetal Sangeet
84. Sherbourne Health Centre
85. Sindhi Association of North America - Canada
86. Skills for Change
87. South Asian Autism Awareness Centre (SAAAC)
88. South Asian Family Support Services (SAFSS)
89. South Asian Legal Clinic of Ontario (SALCO)

90. South Asian Visual Arts Centre
91. South Asian Women's Centre (SAWC)
92. South Riverdale Community Health Centre
93. SPNO - Social Planning Network of Ontario
94. Springtide Resources Inc.
95. SSN YR - Social Services Network of York Region
96. Tamil Cultural and Academic Society of Durham
97. TESOC - Tamil Eelam Society of Canada Multicultural Settlement Services
98. Tetrault Arts Productions
99. Thamil Poonka
100. The Elizabeth Fry Society
101. Thorncliffe Neighbourhood- TNO
102. Times Change Women's Employment Service
103. Toronto Parks and Trees Foundation
104. Toronto Reel Asian International Film Festival
105. Toronto Support Services
106. Tropicana Employment Center
107. United Food and Commercial Workers
108. Vasantham (Tamil Seniors Wellness Centre)
109. Villa Karuna Home for Seniors
110. We Can Win
111. Wellfort Community Health Services
112. Wellspring Chinguacousy
113. Women's Health in Women's Hands
114. Worker's Action Centre
115. York Region Social Planning Council

Acknowledgement of Our Funders for 2018

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
City of Toronto: Investing in Youth Engagement
Government of Canada: Human Resources and Skills Development Canada
Government of Canada: Department of Canadian Heritage
Law Foundation of Ontario
Trillium Gift of Life Network
United Way of Greater Toronto

We would 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 2018.

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

Thank you for attending CASSA + SALCO Joint 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.



**5200 Finch Ave. E., Unit No. 301A,
Scarborough, ON M1S 4Z5
Tel. No: (416) 932 1359
Fax No: (416) 932 9305**

COUNCIL OF AGENCIES SERVING SOUTH ASIANS



**5200 Finch Ave. E., Unit No. 301A,
Scarborough, ON M1S 4Z5**

Tel. No: (416) 932 1359

Fax No: (416) 932 9305