



May 2023 Newsletter

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2023 South Asian Heritage Month



HYBRID EVENT

2023 SOUTH ASIAN HERITAGE MONTH

SOUTH ASIAN-CANADIAN SYSTEMIC CHANGEMAKERS

As part of CASSA's ongoing work to highlight and celebrate the achievements of South Asian-Canadian Trailblazers, we are hosting a panel discussion. This year's Trailblazers have made a systemic impact in South Asian communities through research, advocacy, activism, art, policy, outreach, and education. They have been integral in paving the way for an equitable road for future generations.

You can participate in-person or virtually.

30 Tuesday, May 30th, 2023

6.00 PM - 8.00 PM

**Scarborough Civic Centre
(Committee Room 1 & 2)**
150 Borough Dr, Scarborough,
ON M1P 4N7
Zoom Meeting

REGISTER NOW

2023SAHM.eventbrite.com



GURDEEP PANDHER
Bhangra Artist and Educator



MASUMA KHAN
Community Organizer and Artist



DR. NASIMA AKTER
Executive Director,
Bangladesh-Canadian
Community Services (BCS)



DR. SATWINDER KAUR BAINS
Director & Associate
Professor, University of the
Fraser Valley



SEHER SHAFIQ
Program Manager, Mozilla
Foundation



SONALI (ALYY) PATEL
LGBTQ+ Scholar, Activist,
and Author



V.T. NAYANI
Director, Producer, Actor,
and Writer

As part of our ongoing efforts to highlight and celebrate the contributions of South Asian-Canadians to our social fabric, CASSA has created a poster and will be hosting a panel discussion. We are now in our eighth year, and our theme for this year is "South Asian-Canadian Systemic Changemakers". Our changemakers have made a systemic impact in South Asian communities through research, advocacy, activism, art, policy, outreach, and education. They have been integral in paving the way for an equitable road for future generations.

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- Gurdeep Pandher
- Masuma Khan
- Dr. Nasima Akter
- Dr. Satwinder Kaur Bains
- Seher Shafiq
- Sonali (Alyy) Patel
- V.T. Nayani

REGISTER NOW: <https://2023SAHM.eventbrite.com>

CASSA Project Updates

Toxic Masculinity and Its Impact on Gender-Based Violence

CASSA's project on Toxic Masculinity is currently at the ethics review stage and is set to begin focus groups later this year. For the month of May, the team is focused on preparing materials that increase community awareness on gendered mentalities and norms more broadly. If you are interested or have any questions, please contact Wardah Malik at wardah@cassa.on.ca



NATIONAL GENDER-BASED VIOLENCE RESEARCH

National GBV Research Project

The national gender-based violence research project has reached its conclusion. We would like to thank all community partners, media outlets, and most importantly, GBV survivors who have worked with us on this study. Our public education campaign and outreach was a success as many service providers had attended our sessions and found them informative. The 80-page toolkit, some community resources, and a legal video along with a transcription may be found on CASSA's website at cassa.ca/gbvstudy. YWCA is partnering with us and hosting its own event presenting the findings of our study with its national partners. You may register at <https://bit.ly/3Lgul4K>. This project would not have been a success without the support of our internal partners nor without the support of our broader national community.

The Coalition for Racial Equity in Education

The Coalition for Racial Equity in Education has recruited parents and youth volunteers from the YRDSB and DDSB regions. The volunteers are currently undergoing training while sharing their experiences of Islamophobia within the school.

On April 19, 2023, the Planning and Priorities Committee of the Toronto District School Board (TDSB) unanimously passed a motion that is critical to creating a more inclusive environment in schools. The motion directs the TDSB staff to develop an Anti-Islamophobia strategy that will be implemented board-wide. On April 26, 2023, the TDSB School Board officially passed the motion,

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of a comprehensive plan to address Islamophobia in schools.

This development is an important step in making schools a safe and inclusive space for all students, regardless of their religious beliefs. It's heartening to see community groups like the Coalition for Racial Equity in Education and CASSA working together to create positive change.

If you have any questions or concerns, please contact samaha@cassa.on.ca.

#EradicateHate 2.0

The wait is almost over! #EradicateHate 2.0 project is launching soon!

The team has been working hard on final details from content creation to app development. We have officially soft launched the app and are working with partner organizations and youth who are providing feedback towards the *Eradicate Hate App*. We are working hard to ensure we hear all feedback and find ways to improve the app to allow as many users to access and benefit from what the app can offer.

We are excited to share our toolkit and app to youth across the province.

Stay tuned for online and in-person workshops on our project!

Policies that Perpetuate Systemic Racism

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SURVEY PARTICIPANTS WANTED!

Be a part of our study to help us understand the negative impact of:

- Bill 21,
- The restriction of immigration status for **Canada Child Benefit** eligibility and /or
- The "Zero Tolerance for Barbaric Cultural Practices" Act

Participants must be over 18. To learn about the eligibility criteria, visit:

Your participation will help us develop our public awareness campaign and with our political advocacy efforts. The survey will take approximately 15 minutes of your time.



www.surveymonkey.com/r/PolicyImpactSurvey

Three participants will have a chance to win a \$50 gift card in a raffle draw!

SHARE YOUR LIVED EXPERIENCE!

CASSA is collecting personal stories as a part of primary research to understand the impact of the following legislations:

1. Quebec's secularization act, also known as **Bill 21**
2. The restriction of immigration status for **Canada Child Benefit** eligibility
3. The "Zero Tolerance for Barbaric Cultural Practices" Act

If you have been directly or indirectly impacted by any of these policies, participate in our research to help us inform our public awareness and political advocacy campaign.



www.surveymonkey.com/r/PersonalStory

Participants will have a chance to win a \$100 gift card in a raffle draw!

CASSA is conducting primary research to understand the impact of the following legislations:

- Quebec's secularization act, also known as Bill 21
- The restriction of immigration status for Canada Child Benefit eligibility
- The quote;Zero Tolerance for Barbaric Cultural Practices" Act

Participate in this study to help inform our public awareness and political advocacy campaigns.

If you have been directly or indirectly impacted by either of these policies, you can:

- Fill out our survey at www.surveymonkey.com/r/PolicyImpactSurvey

and/or

- Submit your story at www.surveymonkey.com/r/PersonalStory

Brief overview of each policy and eligibility criteria for survey can be found here: bit.ly/3nXR5AB

You may choose to fill out one or multiple parts of the survey and skip the rest.

Each survey will take no more than 5 minutes to complete. All surveys and stories will be completely anonymous. This project is funded by the Canadian Race Relations Foundation.

Participants will have a chance to win a \$50 or \$100 gift certificate in a raffle draw!

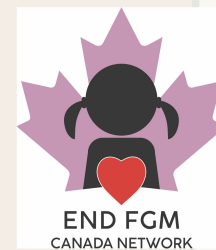
Opportunities

FGM/C (Female Genital Mutilation/Cutting) Virtual Training

- What is FGM/C?
- How is it relevant to Canada and Canadians?

When: May 26,
2023 6-8pm ET
Where: Zoom

Register:
bit.ly/FGMCTraining



Canadian Council of Muslim Women (CCMW)
Le conseil canadien des femmes musulmanes (CCFM)

FGM/C (Female Genital Mutilation/Cutting): Virtual Training

The Canadian Council of Muslim Women (CCMW) in partnership with End FGM Canada Network invite you to attend a virtual info/training session on FGM/C (female genital mutilation/cutting) and what it means in the Canadian context. FGM/C is sadly practiced in Canada and the rest of the world and is a procedure performed on women or girls to alter or injure her genitalia for non-medical reasons. It causes severe health problems and is a violation of girls' and women's fundamental human rights. There are many names for this practice, including "female circumcision", "female genital cutting", "khatna", "sunat", "sunat perempuan", "qodiin", "fanadu", "bolokoli", "nyaaka", "tohara", and [many other terms](#) that are used in different local contexts and communities.

The [World Health Organization](#) defines Female Genital Mutilation as all procedures that involve the partial or total removal of the external female genitalia, or other injury to the female genital organs for non-medical reasons. This is definitely an extreme form of violence against women and

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Warda Warsame from End FGM Canada Network will be presenting and sharing FGM/C-related info/experiences with us on May 26 from 6-8 pm EST. Please see attached flyer. Kindly register for the session using the link on the flyer and promote the session actively on your social media channels and send it to your volunteers, allies, partners and other networks.



Walk-A-Thon to Mother's Day

We're Breast Cancer Canada. We do one thing: drive progress through breast cancer research.

You can help. By joining our Virtual Walk-a-Thon. Set up a team, or move on your own. Rally pledges and support – from now, until Mother's Day.

If you happen to be in [Mississauga](#) or [Ottawa](#), you can join our in-person walks on Mother's Day!

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mothersdaywalk.ca



Pioneers for Change

NOW OPEN!

NOMINATIONS

**AWARDS SHOW CELEBRATING
IMMIGRANT EXCELLENCE**

DEADLINE: JUNE 30TH, 2023

The banner features a dark background with vertical gold stripes and a central logo consisting of a blue 'S' inside a circle. The text is in white and gold, with a gold bar behind 'NOW OPEN!' and a gold bar at the bottom containing the deadline.



CALL FOR NOMINATIONS

Pioneers for Change

Skills for Change (SfC) is known for pioneering programs that respond to shifting immigration and workplace trends and lead to employment. For 40 years, Skills for Change has assumed a leadership role in addressing policy issues, and undertaking public education and research on issues affecting immigrants and refugees. At the same time, we have innovative service models specific to internationally trained professionals. Today, a range of accelerated programs are offered to fit the needs of the people arriving from all over the world. By providing holistic, wrap-around, and vocational services, SfC has established itself as a leading service provider for immigrants, refugees, and newcomers serving more than 16,000 clients annually. SfC believes that its clients represent economic growth, innovation, diversity, and new opportunities for all Canadians. Canada is growing and evolving, quite quickly, and so, effectively integrating new ideas, perspectives, and opportunities is a crucial element in building welcoming, equitable and sustainable communities, and a Canada where every immigrant succeeds.

Since 1992,, Skills for Change has celebrated the achievements of immigrants with our signature event, "Pioneers for Change " (PfC), representing the vision of a diverse and inclusive Canada. PfC celebrates ongoing commitment to celebrating immigrants, and continues to break down barriers so that newcomers can thrive. We seize this opportunity to recognize those members who demonstrate outstanding dedication, going beyond and exceeding expectations, and recognize them in appreciation.

Past award recipients include former Governor General of Canada, Adrienne Clarkson, Canadian businessman and star of Shark Tank, Robert Herjavec, former Skills for Change client and teacher Altaf Quadeer, and CEO of the Toronto International Film Festival Cameron Bailey.

Do you know someone who deserves such an award? Nominate them now!

Nominations may be submitted by **a company, organization, or individual familiar with the nominee's portfolio of accomplishments.**

The deadline for nominations is 11:59PM EST, June 31st, 2023.

This year's awards are:

Leadership Award

This nominee is an individual who has shown extreme dedication and exceeded expectations in supporting and leading community initiatives. This dynamic leader should have a track record of

accomplishments within their sector. They should act with boldness by taking smart risks to advance organizational and personal goals. Risks may have yielded both successful and unsuccessful outcomes – and learned from both. Furthermore, this individual has created opportunities for others within the community to have access to resources and platforms to empower them and grow personally and professionally.

Advocacy & Social Impact Award

This nominee has made contributions and impact by advocating equal access to programs, services and resources to support marginalized communities. This individual has worked to educate decision makers, the public and the media regarding struggles marginalized communities face on the daily. Their work should focus on raising awareness through activism which encourages others to make an impact.

STEM Innovation Award

This nominee is actively involved in breaking down barriers in the STEM (Science, Technology, Engineering and Mathematics) field and providing innovative solutions that help change the world we live in. They successfully apply new technologies – or existing technologies in an innovative manner to enhance and further grow the STEM sector. Their dedication is seen within their efforts in raising awareness and creating opportunities to make the STEM sector accessible to all.

Arts & Entertainment Award

This nominee is a creative individual who has demonstrated artistic excellence and/or innovation in their chosen artform. Artforms can be (and are not limited to) music, film, television, broadcasting, literature, theater, etc. Their chosen expression has contributed to the diversity of Canada's arts and entertainment scene. The nominee promotes the various creative industries in a positive way through arts, culture, heritage, education, and ethnicity.

Immigrant of the Year Award

This nominee is an immigrant or refugee to Canada that has made continual positive contributions to Canadian society. Through this award, we honour and celebrate the talent, excellence, and impact of the individual's hard work and dedication to represent the immigrant community and the people of Canada in general.



expectations of regular advocacy practice and should be inclusive and respectful of the values and personal autonomy of those who are affected by it. This award recognizes this individual's dedication in raising awareness and creating impact within the areas of policy, legislation, and social justice.

Entrepreneurship Award

This nominee is an ambitious visionary who is leading a successful, dynamic business. They have successfully combined creativity, innovation, and business strategies and demonstrated mastery of their skills and knowledge in their sector. Through their booming business, they push our economy to the next level and play a crucial role in Canada's economy.

Nomination Criteria

Nominees are evaluated on ways in which they perform above and beyond expectations in the areas listed below. Nomination letters should indicate and differentiate between contributions which are generally expected and contributions that go above and beyond the nominee's regular responsibilities. Please make sure ALL nomination criteria are addressed and give specific examples. You are encouraged to ask your nominee to supply further information if needed.

- Significant contribution to the field of nomination;
- Positively influences people by demonstrating leadership;
- Is a permanent resident of Canada or holds Canadian citizenship;
- Identifies as an immigrant/refugee;
- Has not previously won the award;
- Are in good standing with their professional organization (if applicable) and;
- Self nominations are not applicable

How to Nominate Someone

1. Submit your nomination to plc@skillsforchange.org. Please include the nominee's first name, last name and award for consideration to the subject line of the email.
2. Provide one (1) letter of nomination and two (2) additional letters supporting the nomination based on the criteria listed above (This can be a nominee's CV). Additional letters will not be reviewed.
3. The complete nomination package (one nomination letter, and two letters of support) must be received all at once in one PDF file – not separately. Incomplete nomination packages will not be considered. The nomination letter, and the two letters of support

Corporate Champion Award

This award recognizes a single organization's dedication to equity, diversity and inclusion practices. Their outstanding commitment to practice, events, applied research, policy, programs, and other activities helps to foster equitable, sustainable and measurable change for marginalized and under-represented members of our society.

Lifetime Achievement Award

This nominee is an individual who has demonstrated outstanding vision, dedication, and commitment in creating impact within marginalized and underrepresented communities throughout their whole career. Year after year, this individual has dedicated their work and effort in contributing to the empowerment and growth of these communities and networks through their leadership. This award recognizes this individual's influence and innovation in creating ground-breaking impact and supporting marginalized and underrepresented members of society to have access to programs, services and resources to grow, as well as for being a role model/mentor for everyone through their work.

Under 30 Award (ages 14-18)

This award recognizes the outstanding achievements and career potential among youth (14-18). The realm/sector is not limited; this youth should demonstrate leadership, advocacy and commitment to making social change.

Under 30 Award (ages 19-30)

This award recognizes the outstanding achievements and career potential among youth (19-30). The realm/sector is not limited; this youth should demonstrate leadership, advocacy and commitment to making social change.

Skills for Change Alumni Excellence Award

This nominee is a former Skills for Change's services graduate who has gone above and beyond within their professional life. This award recognizes this individual's track record of outstanding contributions and their efforts to further support Skills for Change's mission.

Impact Changemaker Award

This nominee is an exceptional "changemaker" whose work focuses on educating decision makers, the public and the media and/or affecting policy and legislation through effective research advocacy at the local, provincial and/or national levels. The advocacy work should exceed normal



should be typed or written/printed legibly and sent to the aforementioned email address.

4. Please note that if more than one nomination packet is submitted for the same employee, only the first nomination packet received will be reviewed.

Pioneers for Change: Nominations

Since 1992, Skills for Change has celebrated the achievements of immigrants with our signature event, "Pioneers for Change " (Pfc), representing the vision of a diverse and inclusive Canada. Pfc celebrates ongoing commitment to celebrating immigrants and continues to break down barriers so that newcomers can thrive. We seize this opportunity to recognize those members who demonstrate outstanding dedication, going beyond and exceeding expectations, and recognize them in appreciation. This year's awards show and gala will take place September 14th, 2023 at the Design Exchange. Please check out the full list of awards and nominate someone today!


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businessman and star of Shark Tank, Robert Herjavec, former Skills for Change client.

For more information, please visit pioneersforchange.ca or email pfcc@skillsforchange.org



Epilepsy & Seizure First Aid
Public Education Workshop
 Via Zoom

Please email leah@epilepsytoronto.org for further information.

Presented By  **EPILEPSY Toronto**
 See the Person

Follow @epilepsytoronto

Session will cover:

- ✓ Myths and Misconceptions about Epilepsy
- ✓ Difference Types of Seizures
- ✓ Epilepsy Toronto's Services
- ✓ Treatment
- ✓ Seizure first aid
- ✓ Client stories

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Serving Newcomers and Immigrants in York and Durham regions.

	Markham North 8600 Sheppard Ave. E., Suite 102-103, Markham, ON L3R 9V7		Markham South 7020 Kennedy Road, Unit 107-108, Markham, ON L3R 9W5		Ajax 458 Ferrell Street, Unit 5, Ajax, ON L1R 4K7		Pickering 1400 Bayly Street, Unit 104, Pickering, ON L1V 1K6
	Richmond Hill 5025 Yonge Street, Unit 204, Richmond Hill, ON L4B 3Z4		Newmarket 14605 Yonge Street, Unit 20, Newmarket, ON Y4R 3S2				
	Vaughan 2000 New Street, Building H, Unit 52-57, Vaughan, ON M4B 2B6						

1-877-761-1155 | www.welcomecentre.ca

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WOMEN'S EMPLOYMENT SERVICE

CAREER ADVANCEMENT & MENTORSHIP PROGRAM



Join our interactive workshop to plan your career path! Whether you're looking to change careers or have been out of work for a while, our workshop will help you create an action plan that fits your unique needs and goals.



Thursday, June 15 2023 - Thursday, August 10, 2023 (9 weeks)



1:00 PM - 4:00 PM



2 Carlton St, # 1005 Yonge/College

To register for CAMP contact Adriana, the Program Coordinator



programsupport@timeschange.org



416.927.1900 ext. 225

WHAT TO EXPECT

- 3-hour in person classes each week for 9 weeks
- Gain clarity on your values, interests, skills
- Research exciting new careers you might have not considered
- Receive guidance from career experts
- Be connected with a mentor at the end of workshop for an informational interview

REGISTER NOW IF YOU

- Are unemployed or working less than 20 hours a week
- Are not registered at another Employment Ontario agency
- Are not a full time student
- Are a resident of GTA
- Have a valid SIN



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COMMUNITIES IN
PEEL, TORONTO &
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J.P. Bickell
Foundation



Times Change: Career Advancement & Mentorship Program

Join Times Change 9-Week Career Advancement and Mentorship Program and plan your career! In just 9 weeks you'll gain valuable insights into your values, interests, and skills, research exciting new career options, and create an action plan towards your new career goal! And at the end of the program you will have the opportunity to connect with a mentor for an informational interview. Don't let your potential go untapped - join our program today and unlock your career success!

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SUPPORTING NURSES BACK INTO PRACTICE

Are you an Internationally Educated Nurse looking for Support in Ontario? CARE Centre can help!

Join us to learn how CARE Centre for Internationally Educated Nurses can help you gain, and retain employment in Ontario.
RESERVE YOUR SPOT TODAY

LEARN ABOUT...

- IENCAP, CELBAN, REX-PN, CAS & NCLEX preparation
- One-on-one support
- Job shadowing, virtual mentoring, networking & professional development
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AND MUCH MORE!!

ONLINE INFORMATION SESSION
Tuesday May 23rd
11:00am EST



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info@care4nurses.org

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Ontario



Calling All Internationally Educated Nurses!

Are you pursuing registration with the College of Nurses of Ontario?

CARE Centre for Internationally Educated Nurses (IENs) is a non-profit organization funded by the Ontario Government offering a variety of Professional Development workshops each month. Workshops focus on Nursing Skills, Effective Communication and Career Development, helping IENs connect with employers and thrive in different healthcare sectors serving diverse clients and cultures.

Visit our website to find out more about becoming a STARS member and learn more about our programs and services. You'll get all the details on our upcoming workshops and courses at www.care4nurses.org

CASSA's Blogs/Podcasts

Blog Posts:

[Babies of Immigrant Parents in Low-Income Neighborhoods Born Healthier: Study Challenges Stereotypes](#)

Throughout Canada's history, immigration has played a pivotal role and continues to be a significant contributor to its economy and diversity. Approximately 38 million people live in Canada as of 2021, of whom over 22% are foreign-born.

[TDSB Adopts Islamophobia Strategy: A Step Towards Inclusivity](#)

As a result of growing concerns over the rise of hate crimes targeting Muslim communities in Canada, the Toronto District School Board (TDSB) adopted a strategy to combat Islamophobia in its schools on April 26, 2023.

In the News

[May Day is a time to reflect on the workers' struggle in Canada & abroad](#)

May Day is an important time to highlight the gains made by the labour movement, but it is equally important to recognize the work that still needs to be done.

['New' a fresh take on on-stage portrayals of new immigrants deserves to get the on-screen series treatment](#)

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[Canada welcomes record number of newcomers. Now what?](#)

As Canada welcomes more immigrants, the need for infrastructure to support the growth in housing markets, schools and health care systems is critical.

[London seeks input from Black community on Anti-Black Racism strategy](#)

As the vice-president of London's Congress of Black Women, Maya Mark has seen well-meaning plans written only to then sit collecting dust without much action.

[NDP calls for 'Canada wide emergency' in response to violence against Indigenous women](#)

The NDP critic for women and gender equality is calling on the federal government to declare a Canada-wide emergency for missing and murdered Indigenous women, girls and Two-Spirit people.

[The immigration journey as experienced by women: Trial, triumph and community](#)

Each experience a newcomer has while settling in Canada, whether now or 100 years ago, is as unique as the person living through it. But some things remain timeless – the universal human experiences of love, family, friendship, triumph, sorrow and loss.

[Homelessness solutions need input from people experiencing it, expert says](#)

A homelessness expert says possible solutions to addressing the problem won't succeed unless policymakers consult with people who have experienced it themselves.



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