



COUNCIL OF
AGENCIES SERVING
SOUTH ASIANS

2021

ANNUAL GENERAL REPORT



Annual General Meeting
Council of Agencies Serving South Asians (CASSA)

Wednesday, October 20, 2021
5:00 - 7:00 p.m.

Zoom Meeting

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

- 4** 2021 AGM Agenda
- 5** 2020 AGM Meeting Minutes
- 8** Message from the Chair and Executive Director
- 10** CASSA 2020 Project Updates
- 15** CASSA 2021 Project Highlight
- 21** 2020 Audited Financial Statements
- 34** CASSA Board of Directors
- 38** Strategic Framework
- 39** Strategic Plan 2021-2024
- 40** CASSA Staff 2020-2021
- 41** CASSA Volunteers 2020-2021
- 42** CASSA Member Agencies 2020-2021
- 45** Acknowledgement of Our Funders for 2020



2021 AGM AGENDA



5:00 - 5:40 P.M.

**Welcome and CASSA
Business Segment**

5:40 - 6:05 P.M.

**Staff Presentations on
CASSA Projects**

6:05 - 6:15 P.M.

**Mental Health Exercise
by SOCH Mental Health**

6:15 - 6:55 P.M.

**Keynote Presentation
by Dr. Farooq Naeem**

6:55 - 7:00 P.M.

End of AGM

2020 AGM MEETING MINUTES

Date: October 21, 2020

Location: Virtual meeting via Zoom

Welcome, and Call to Order:

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

Land Acknowledgement:

Samya Hasan, Executive Director, delivers the Land Acknowledgement before the business segment begins.

Approval of Draft Agenda:

Bharat Saini from Humber College made the motion to approve the agenda. Ramya Kumar from Loxley Foundation seconded the motion.

Approval of 2019 AGM Minutes:

Sanga announced that only the members who attended the 2019 AGM were allowed to approve the minutes. Sylvester Nicholas from Mannar Friendship Association made the motion to approve the 2019 minutes. Leanne Saldanha, the Treasurer of the CASSA Board, seconded the motion.

Chair's Report:

Sanga presented the Chair's Report: 2019 was an action-packed year and CASSA continued to deliver its projects by ceaseless participation and robust support of the community members. She then spoke about the various projects that were managed by CASSA in 2019.

- The Employment Equity project funded by United Way of Greater Toronto is in its final stage now. It conducted a needs assessment study to identify the needs and barriers that South Asian immigrant communities face in finding employment. Based on the outcomes of this research project, CASSA will develop recommendations for public policy changes.
- The Intercultural Collaborative Project: 2019 marked the end of this project that focused at fostering anti-racism and anti-discrimination in communities around the GTA while promoting diversity among organizations within the art, recreation, and youth engagement sector. For the first time, CASSA's work crossed the GTA boundaries to reach other provinces like Alberta and British Columbia where it was able to share its findings with other like-minded social justice organizations.

- Multicultural Storytelling Festival 2019: CASSA partnered with Hispanic Development Council (HDC) and Chinese Canadian National Council Toronto Chapter (CCNCTO) to organize a festival that enabled intergenerational conversation and provided safe space to seniors and youth to tell their stories of struggles, acceptance and survival. The event was attended by over 500 visitors from diverse communities.
- CASSA Launched South Asian Heritage Month and featured eight South Asian trailblazers who championed gender equity.
- Anti-Hate Working Group: 2019 was marked by some disturbing events flamed by hate crimes around the world and that is when CASSA decided to form a Anti Hate Working Group with its allies to combat hate based crimes and racism in Canada. The Anti-Hate Working Group is comprised of 30+ leaders across the GTA and this group has caught the attention of some key politicians/policy and decision makers who are now committed to advancing the operations of this initiative.
- Health Equity Project: The summit took place in Brampton and Toronto with focus on chronic health, mental health, sexual health, maternal health, and social determinants of health.

Director's Report:

Samya talked about how systemic racism had disproportionately hit the South Asian community since the start of the pandemic. She thanked the funders, particularly United Way who were flexible with the use of funds so that CASSA was able to fill in the service gaps, particularly food insecurity among seniors. CASSA was able to distribute groceries and hygiene packages to the vulnerable members of the community. CASSA also started a COVID-19 helpline in different languages and created infographics to distribute translated and authentic information to the communities on COVID-19. She then briefly touched on the Employment Equity project mentioning that the Needs Assessment study has been concluded and the Policy Recommendations report has been completed. Samya commended the efforts of Yomna Omar who was instrumental in preparing the Legal Education Toolkit. The booklet has been translated into many languages and is a great resource for refugee women. With regards to the annual Health Equity Summit, this year's summit was an online forum to discuss the impact of COVID-19 on health equity for South Asian communities. Samya thanked and expressed gratitude for all the funders, partners, friends, and members for supporting CASSA during these unprecedented times.

Auditor's Report:

Leanne Saldanha, Treasurer of CASSA Board, summarized the Auditor's report mentioning that the financial statements are presented fairly as remarked by David Burkes. The motion to approve the financial statements was made by Shalini Konanur from South Asian Legal Clinic of Ontario (SALCO). It was seconded by Nasima Akhter from Bangladeshi-Canadian Community Services. The motion to reappoint David Burkes as the auditor was moved by Nasima Akhter and seconded by Bharat Saini.

Nominations:

Sanga Achakzai announced the names of the incoming board members. The motion to

approve Jessica Singh, Bharat Saini and Thanuya Mohanths as the board directors was made by Sylvester Nicholas and seconded by Shalini Konanur.

By-laws Amendment:

Anjum Sultana presented the proposed by-law changes to the attendees:

2.03 (b) 'She' to be replaced by the pronouns "they", "their", "them" to include persons from all gender identities.

2.03 (k) clause on nominations committee and Standing committee on HR removed because historically these committees have never been utilized in the past.

5.07 Meetings: Proposed addition of 'virtually' to 'in-person' meetings. The amended clause will read as 'Meetings of the Board or of the standing committees may be held at any place within Ontario as designated in the notice calling the meeting and/ or virtually. Meetings of the Board may be called by the President, Secretary, or either of them on direction in writing of two directors'.

6.01 Election & Re-election: The term of the Board member to increase to 4 years and not more than 3 terms. The amended clause will read as 'All directors of the corporations shall be appointed for 4 years and must not serve for more than 3 terms'.

7. Committees: All 6 standing committees to be dissolved

7.01 (05) Place of Business: Meetings of the Executive Committee may be held at the head office of the Corporation or at any other place (virtually/ in person)

7.02 Ad hoc Committees; The board of directors may from time to time as it deems necessary appoint committees of such number of directors and such other persons as the board may decide and the board shall prescribe their duties

8.06 This clause entirely taken out, on the basis that CASSA's board has never in the past recruited honorary members- and based on this reality, does not intend to do so in the future.

9.09 Membership dues: Membership fees shall be reviewed and set by the Board of Directors, subject to the approval of the members at the annual general meeting. Notice of an assessment shall be mailed to each member.

The motion to approve the proposed changed to by-laws was made by Ramya Kumar and seconded by Sylvester Nicholas. The motion passed without any opposition.

Meeting Adjournment:

The motion to adjourn the business segment of the meeting was made by Bharat Saini and seconded by Ramya Kumar. The segment was adjourned.

MESSAGE FROM EXECUTIVE DIRECTOR AND CHAIR OF BOARD

Dear members, supporters, friends, and funders,

Over the last 20 months, we have all faced some difficult and trying times. Our communities have suffered disproportionately, and we continue to see the impacts of the COVID-19 pandemic devastate our communities. However, the last 20 months have also been a time where we have witnessed true heroes in our communities who continue to sacrifice so much everyday to advocate for and protect marginalized and vulnerable South Asian community members.

The year 2020 came with many unknowns, many of which have continued to this year. Despite the struggles, CASSA continued to lead and expand its mission and vision to build capacity of its members and the South Asian communities. CASSA began the year by changing gears and filling immediate emergency service gaps to support the most vulnerable community members. These included providing groceries and food to racialized seniors, hygiene packages to racialized homeless people, and starting a multi-language COVID-19 Helpline for South Asians with technology and language barriers. Our COVID-19 Relief Information Helpline continued well into 2021 with live intake-specialists in Hindi, Urdu, Bangla, Tamil and Punjabi.

CASSA also continued to push forward other projects to advance social justice and help eliminate barriers and challenges for the communities we serve. These projects included the conclusion of a 3-year community-based research project on decent work and employment equity. We released the results of that research and disseminated the reports to policy makers, political representatives, employment organizations, and advocates. We completed the Legal Education for Refugee Women project with tremendous success despite the challenges of virtual information dissemination. Through this project we have provided accurate and translated information on legal rights and responsibilities to refugee women across the province of Ontario.

Our commitment to working across racialized communities through partner agencies and community leaders continues to be central to our work. We have ongoing national

partnerships for our Anti-hate Community Leaders' Group through which we are working on combating online hate and improving hate crime reporting systems. We have convened a group of eleven local Toronto organizations supporting South Asians with COVID relief to partner with us on vaccine engagement in the South Asian communities. This project helps to reduce vaccine hesitancy and improve access to vaccines for South Asians. We also organized a national group of organizations across Ontario, British Columbia, and Alberta to conduct research on service delivery for victims of gender-based violence in the pandemic context. We continue to work on and seek funding for our Racialized Health Initiative to advocate for a province-wide focus on a health equity strategy for racialized communities. We have also strengthened our ties to the Alternative Planning Group by organizing community forums on how we can possibly "build back better" equitably. Finally, as part of the Coalition for Racial Equity in Education, we have been able to advocate for real change at various school boards to take real action against Islamophobia in all its forms. All of these networks have allowed us to strengthen our collective voice and impact for social change.

Though we continue to work virtually, our team at CASSA has expanded significantly. The dedication and commitment to social justice of staff and Board of Directors has been unwavering even in the face of many challenges that surely play a factor in their lives. As a direct result of this support, CASSA plays a vital role in pushing for systemic changes that can improve wellbeing and outcomes for South Asian communities.

On behalf of the Board of Directors and staff at CASSA, we would like to thank and express our deepest gratitude for all of our funders, partners, friends, and members for supporting CASSA during these unprecedented times. Through the trust that our members have granted us, we will continue to hold ourselves accountable and hope to accurately represent their interests and wellbeing to policy makers, service providers, and funders. As CASSA expands the number of advisory bodies and decision-making platforms it has access to, we will actively use these spaces to be good allies to all marginalized groups and to use our place of privilege for the betterment of our communities.

In solidarity,
Samya Hasan, Executive Director
and
Sanga Achakzai, Chair of the Board

CASSA 2020 PROJECT UPDATES

9th Annual Health Equity Summit

Lead: Mahdiba Chowdhury

CASSA aimed to continue the momentum of previous in-person Annual Health Equity Summits by hosting a virtual summit in response to the COVID-19 pandemic in Canada. As the environment and realities related to COVID-19 continued to change rapidly, CASSA wanted to provide a platform for community members to hear from experts as the situation developed. We explored available support initiatives, plans for post-crisis, and provided resourceful information on the developing situation. We hoped to take shared responsibility in reducing risks and reinforcing resilience in our communities.

On Wednesday, July 15, 2020, from 4:00 pm to 6:00 pm, the virtual summit was held using Zoom. The overarching theme for the summit was “Equitable Access to Care for All: COVID-19 Emergency and Health Care Response” with an intersectionality lens. The summit featured five panelists who led discussions on the following:

- Challenges newcomers faced prior to the COVID-19 pandemic.
- COVID-19 pandemic guidelines for mental health support of racialized women at risk of gender-based violence.
- An overview of the online training resource, “The Immigrant and Refugee Mental Health Project” in response to COVID-19.
- A reflection piece on what it means to be “South Asian” during the COVID-19 era.
- How the pandemic has exposed and deepened socioeconomic and health inequalities worldwide, and that planning for post-crisis requires far greater preparedness by governments in terms of data collection, testing and tracing, and a new social contract

Following the plenary sessions, we sought community feedback and input, where we had conversations about barriers to accessing health care and attempted to present solutions to the issues put forward.

Recorded session is available on [YouTube](#).

Racialized Health Initiative Forum

Leads: Nikhita Dogra and Mahdiba Chowdhury

The Racialized Health Initiative (RHI) has proposed to create system level changes in health care in Ontario by addressing health disparities in racialized communities. RHI currently consists of eight community organization: The Council of Agencies Serving South Asians (CASSA), Sickle Cell Awareness Group of Ontario (SCAGO), Roots Community Service (RootsCS), Black Health Alliance (BHA), Punjabi Community Health Services (PHCS), Chinese Canadian National Council Toronto (CCNC), Thalassemia Foundation of Canada, and the Hispanic Development Council (HDC). The goal of the RHI is to establish an office within the Ministry of Health to help bridge the gap and provide more culturally sensitive services, policies, and programs.

RHI carried out preliminary consultations on the proposal through a community forum with participation from diverse community stakeholders, focused expert consultations with health and economists and epidemiologists, and discussions with the Black Health Equity Working Group. Feedback from the forums was incorporated into the proposal and the proposal was submitted to the Ministry of Health.

Employment Equity Campaign

Lead: Cynthia Saxena

The Research on Employment Equity of South Asians in the City of Toronto (REESAICT) Project was a three-year community-based research on the employment needs, barriers, and recommendations for employment equity for South Asian immigrant communities in Toronto. After reviewing our research, we constructed a [Needs-Assessment Report](#) and a [Policy Report](#) that outline the barriers that South Asian immigrants face in finding decent work in Toronto and provide recommendations for public policy changes and business process improvements to support the upward mobility of racialized immigrants in Ontario.

The Policy Recommendations report offers the contexts for policy reforms as a pathway to decent employment for racialized immigrant workers by reviewing relevant legislations and recent policy developments. In this research, we have found that South Asian and other racialized immigrants can find relevant employment and experience upward socio-economic mobility through improved employment legislation, enforcement mechanisms, and dedicated resources for education and training of employees and employers; and a focus on accessibility and inclusivity of racialized immigrants.

In conjunction with government policies, changes in business processes need to occur to promote anti-racism, diversity, inclusion, and belonging in workplaces. Following the principles of decent work and the input from these reports, CASSA also developed a [Business Charter](#) which included pledges that large-scale and small-scale businesses could commit to ensure that South Asian and other racialized immigrants are not discriminated against when seeking employment. CASSA reached over 200 small-scale minority-owned businesses in the GTA region.

COVID-19 Helpline

Leads: Nikhita Dogra and Gurbinder Jaspal

The COVID-19 Helpline was funded by the Government of Canada and United Way Greater Toronto. It was managed by the CASSA in partnership with the South Asian Legal Clinic of Ontario (SALCO), Tamil Canadian Centre for Civic Action (TCCCA), Bangladeshi Canadian Community Services (BCS), South Asian Women's Rights Organization (SAWRO), and Punjabi Community Health Services (PCHS). The Helpline provided information about health & safety during COVID-19, details on the reopening process, government benefits, vaccination availability & booking, COVID-19 test centers and support services available to communities in English, Hindi, Urdu, Tamil, Bangla and Punjabi. All recorded information continues to be available on the helpline 24/7. The Helpline went live in early September 2020 and ramped up to 120 hours of live intake during 2021. The Helpline continues to be active with recorded information and a call-back feature for those seeking assistance in various South Asian languages.

COVID-19 Food Baskets and Hygiene Packages

Leads: Nikhita Dogra and Gurbinder Jaspal

Food Baskets for Racialized Seniors

Through the Emergency Community Support Fund, CASSA received funding to provide 250 low-income racialized seniors with food staples and fresh produce to last them at least one month in the GTA. Food items consisted of grocery staples such as rice, flour, lentils, soap, etc. Thanks to this grant, CASSA was able to provide 250 food baskets to these seniors facing food insecurity. Once this funding was depleted, CASSA received additional funds from the New Horizons for Seniors program to provide an additional 200 food baskets to low income South Asian seniors.

Hygiene Packages for the Homeless

United Way of Greater Toronto granted funding to CASSA earlier in 2020 through its Local Love Fund to provide 125 hygiene packages to homeless individuals in Toronto and Peel Region. CASSA partnered with 3 shelters to distribute these packages. As a result, 125 homeless people were able to take care of their hygiene needs and protect themselves from COVID-19!



Racial Equity in Education Project

Leads: Eman Zahid and Naima Raza

In collaboration with the *Urban Alliance on Race Relations*, *Chinese Canadian National Council of Toronto*, *Tamil Canadian Centre for Civic Action*, and *Ontario Alliance of Black School Educators*, CASSA launched the Racial Equity in Education project in 2020. The project aims to engage in two years of groundwork for systemic change in education policy, focused on challenging racial discrimination in Ontario's school system.

In addition to the training, the project launched regional community forums, spanning across Scarborough, York, Peel, and Durham region, designed to determine and understand what educational issues each community was most concerned with, and how we might go about tackling them. The regional forums aimed to receive community feedback and suggestions in order to direct project activities, and work towards specific policy changes at regional and provincial school board levels. To gain further insight from the community, we also hosted community-specific forums in November 2020, which were attended by members of the Chinese, Black, Tamil, and Muslim communities. Additionally, during the month of November, we hosted the Youth Racial Justice Summit, directed at engaging racialized youth by tackling subjects such as the school to prison pipeline, anti-racist curriculum building, and introductions to policy and advocacy.

In December of 2020, we hosted a joint community forum to bring our volunteer teams together, which included the debut of a formal report detailing the forums, recaps of our training sessions, and an analysis of racial equity in different communities, including any gaps we identified, and how the covid-19 pandemic contributed to heightened discrimination and equity-related issues. During the forum, we also launched the project's official web portal, <https://cree-uarr.nationbuilder.com>. The web portal includes active intranet to facilitate coalition building, previous project research on Ontario's school boards, and a racial equity toolkit for students and parents, which includes potential letter templates, resources on how to engage with school boards on racial equity, and various supports for students and parents dealing with racism.

The Racial Equity in Education project continues to engage in community consultation, institute literature reviews, and conduct environmental scans to research and analyze racial inequity across the various communities. CASSA is committed to training and educating our volunteer teams to build capacity within their communities, and tackle racial inequity across regional and provincial school board levels.

Legal Education for Refugee Women

Lead: Yomna Omar

CASSA has created a “Legal Education for Refugee Women” Toolkit to aid refugee women in understanding more about their rights and responsibilities, as well as provide them with the resources and supports that are available to them. The ultimate goal of the toolkit is having refugee women cease to feel like they are second-level participants in the decision making processes relating to their and their children’s lives. The Toolkit explores the following 11 topics: Charter of Rights and Freedom, Ontario Human Rights Code, Legal Aid, Family Law, Child Rights and Benefits, Immigration, Employment, Healthcare, Education, Housing and Financials. It is available in 4 different languages: English, Arabic, Urdu and Tamil. Short summaries for each topic in the form of 44 infographics are accessible in 8 different languages: English, Arabic, Urdu, Tamil, Spanish, Bangla, Punjabi and Farsi. The toolkit and infographics can be accessed here: <http://cassa.on.ca/toolkit2020/>. Additionally, animation videos exploring specific areas from the above-mentioned topics, such as (family law: divorce and family violence), legal Aid, employment discrimination, housing rights and child benefits are available online on CASSA’s website and social media websites. The 6 videos are available in Arabic, Tamil and Urdu, creating a total of 24 videos. The Legal Education Toolkit for Refugee Women project was made possible through funding from the Law Foundation of Ontario. It does not serve as legal advice.



CASSA 2021 PROJECT HIGHLIGHTS

Alternative Planning Group (APG) Toronto Equity Forum

Lead: Khalood Kibria

On Thursday July 11th, 2019, the APG hosted its annual Toronto Equity Forum. The APG is a unique collaboration of three major planning organizations representing three of the most populous ethnic communities in the City of Toronto, namely, CASSA, Chinese Canadian National Council Toronto Chapter (CCNCTO), and Hispanic Development Council (HDC).

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 exploring an alternative route to recovery from the COVID-19 pandemic. The forum was held online on Zoom. The topic of the forum was chosen after careful discussion between the three community organizations in which it was concluded that community needs are not being fully considered by the City of Toronto. The City's plans for recovery do not reflect the particular needs stemming out of communities that have been most impacted by the pandemic. This year's forum aimed to bring together leaders and members from these communities to discuss how our communities have been disproportionately impacted by the pandemic and what steps the City of Toronto can take to ensure greater equity in recovering and rebuilding after COVID-19. The forum had over 60 participants from the South Asian, Chinese and Hispanic communities.

Policymakers should recognize the important role of community groups who have helped marginalized groups navigate their unique issues during the pandemic. They should also account for factors such as affordability, service accessibility and cultural sensitivity when planning for projects oriented towards recovery. The municipality should also invest resources into community groups that are closely connected with the community, can identify issues efficiently, and can mobilize the resources and volunteers effectively.

South Asian Vaccine Engagement Collaborative (SAVEC)

Lead: Wardah Malik

SAVEC is a network of organizations focused on addressing issues of vaccine equity and supporting South Asian communities of Toronto. The Collaborative was set up in early 2021 to recognize that vaccine-related hesitations and challenges South Asians face are not necessarily recognized in mainstream vaccine outreach work. This is mainly because the vaccine engagement is a sensitive topic that requires a deeper understanding of cultural specificities in order to be most effective. With this in mind, SAVEC has remained committed to closing information gaps through culturally-tailored and linguistically diverse messaging.

Since May, the Collaborative has hosted pop-up clinics throughout Toronto, released new video and infographic content that covers South Asian -specific concerns, and launched a new hub to display all past and future vaccine outreach work. As the end of the year rolls around, SAVEC has shifted its focus to building resources for recovery by understanding why vaccine disparity was a central issue of 2021. We do this by first educating our ambassadors to have an open and empathetic approach in learning about the communities they serve. In doing so, SAVEC understands how socioeconomic barriers and hardships have an impact on if and how South Asians receive the vaccine. This understanding is important as it grounds our work and keeps us motivated to fight on behalf of our communities. The pandemic is ongoing and it is only through our combined efforts that we can overcome and strengthen South Asian and other racialized communities of Toronto.

Gender-Based Violence Research

Lead: Dinoba Kirupa

CASSA has undertaken a research study on service delivery for gender-based violence (GBV) in South Asian communities. The pandemic and lockdowns have exacerbated the presence of GBV in homes around the country with service delivery agencies seeing a rise in cases. For this project, we have partnered with the South Asian Legal Clinic of Ontario and South Asian Women's Rights Organization in Ontario, Progressive Intercultural Community Services in British Columbia, and Punjabi Community Health Services Calgary in Alberta.

Overarching research questions look into the specific ways in which GBV manifests in the Canadian South Asian community, the types of services required to support people in abusive and/or dangerous situations, barriers to accessing support, and how service delivery may be improved by support agencies to better meet the needs of clients facing GBV. Most of this will be studied through the lense of the pandemic.

Research and data collection will take the forms of surveys, focus groups, and interviews. Service providers of partner organizations will be interviewed by CASSA to understand

the perspective of agencies. Additionally, 150 participants will anonymously complete surveys and take part in focus groups via Zoom or in-person. Pre-screening surveys are being distributed in order to learn about the access needs of participants, such as translation needs and technology comfort. All surveys and outreach flyers have been translated into five languages – Bangla, Urdu, Hindi, Tamil, and Punjabi. Focus groups will be held throughout October, and are being run by eleven organizations.

The final deliverable will take the form of a toolkit which will be disseminated to service delivery agencies serving South Asian victims of GBV. The toolkit may also be disseminated to mainstream organizations working with clients facing GBV.

Racial Equity in Education

Lead: Naima Raza and Eman Zahid

In order to achieve racial equity in the education system for Muslim students and staff, CASSA has been undertaking significant capacity building and advocacy. In 2021, CASSA recruited a group of 40 students and 15 parent volunteers to engage in monthly and biweekly workshops on topics including school board structure, advocacy in the education system, action planning, and colonialism in Canada. The volunteer students and parents for this project highlighted Peel District School Board and Toronto District School Board as priority school boards to work with on anti-Islamophobia measures.

In the fall, Peel District School Board trustee Nokha Dakroub brought forth a motion championed by CASSA, the Urban Alliance on Race Relations, and the The National Council of Canadian Muslims to launch an anti-Islamophobia strategy and mandate anti-Islamophobia training for all staff members. The motion passed and was celebrated through a press conference at the beginning of Islamic Heritage Month at the Peel District School Board Office, with the mayors of Mississauga and Brampton in attendance. This motion is historic given that 1 out of 3 students at the PDSB are Muslim. This will be the first strategy of its kind in Canada, and we hope that provincial governments and other school boards will follow lead.

Hate Crime Reporting

Lead: Lakhdeep Singh Dhaliwal

Earlier in 2021 CASSA secured the Safer & Vital Communities Grant from the Provincial Ministry of the Solicitor General. This was the seed for the Hate Crime Reporting Project to Develop community informed hate crime reporting processes in Toronto, Peel, York, and Ottawa. What is a Hate Crime? What is the process and likelihood of charges to be brought against someone for a Hate Crime? These questions have different responses depending on who is doing the talking. There is a perceived gap in terms of how the police and public perceive hate incidents. This two year project aims to bridge this gap by creating a safe space for discussion and collaboration between police regions and community members to implement a community-based approach to addressing hate-motivated incidents in these four communities. Working with Toronto Police, York Region Police, Peel Region Police, and Ottawa Police Services, the goal of these discussions

and collaborations is two fold:

- Develop a community awareness campaign to build capacity in the public sphere regarding understanding hate, how to identify hate, and promote safe methods for reporting hate incidents.
- Create and deliver training workshops for police staff personnel, to build capacity in police services on what is happening at the community level, and how to work with communities to increase reporting channels and trust.

Combating Online Hate

Lead: Maryam Faisal

In alignment with CASSA's increased commitment to anti-hate and anti-racism work, CASSA undertook a 16-month national project in an effort to combat online hate. Since January, CASSA has consulted over 20 agencies with a social justice mandate, agencies serving racialized communities/religious minorities, and racialized/religious minority community advocates who want to combat online hate across Canada. After the consultations, a survey was launched to gauge community experiences with online hate which was translated into seven languages: Arabic, French, Urdu, Punjabi, Chinese, Hindi, and Bangla. With this project, now titled #EradicateHate, the aim is to build the capacity of organizations and allies through digital literacy to effectively combat online hate and provide content support to those who become victims of online-hate. The focus area of hate for this project is narrowed down to hate caused by racism and xenophobia. The project has three main components: (a) Build a Social Media Strategy to combat online hate (b) Develop an Anti-Hate Online Toolkit with anti-hate content/messaging (c) Lead and monitor a national Pilot Anti-Hate Social Media Campaign which utilizes the Strategy and Toolkit.

At the time of the AGM, the social media campaign has launched and will run for twelve weeks. The social media campaign consists of (1) illustrations (2) graphics with anti-hate content and (3) reflection activities. With the help of our partners across Alberta, British Columbia, Ontario, and Quebec, the aim is for the content to have great outreach. Halfway through the campaign, the anticipated anti-hate toolkit will be published and disseminated with webinars and videos on how to best utilize it.



10th Annual Health Equity Summit 2021

Lead: Mahdiba Chowdhury

For the first time ever, Council of Agencies Serving South Asians (CASSA) hosted our 10th Annual Health Equity Summit using Pheedloop, a virtual event management platform. Last year, the summit focused on the beginning phases of COVID-19 emergency care and response. This year, CASSA continued the conversation across two days, but focused on the concerns with reopening society after months of social isolation. The summit provided an opportunity for public health professionals, community leaders, researchers, academic, social-service providers, and decision-makers alike to demonstrate our collective capacity to improve health equity in ongoing and future public health crises.

On Wednesday, September 22, 2021, from 10:00 am to 2:00 pm, the summit featured nine experts. The plenary speakers led discussions on 'Access to Critical Health' and 'Mental Health and Addiction Concerns', while breakout speakers led discussions on 'Data Collection and Decision-Making', 'Effective Communication Strategies', and 'A Framework for Community Engagement'.

On Thursday, September 23, 2021, from 10:00 am to 2:00 pm, the summit featured seven experts. The plenary speakers led discussions on 'Stigma, Discrimination, Violence & Human Rights' as well as 'Building Resilience for Future Public Health Crises'. For the second day of the summit, breakout sessions and questions remained the same as the first day.

We are thankful to Punjabi Community Health Services (PCHS) for supporting this summit through Gold sponsorships.

Recorded sessions of [day 1](#) & [day 2](#) are available on YouTube.



2021 South Asian Heritage Month (SAHM)

Lead: Sakshi Mehta

The month of May marks SAHM, a commemoration and celebration of South Asian Canadians. CASSA's annual SAHM campaign is part of our ongoing work to mobilize South Asian communities' voice and action towards Canadian and global justice by creating spaces for conversations, learning/unlearning, and bridging gaps within and between communities

This year, CASSA's 2021 SAHM Poster commemorated the contributions of six Canadians of a South Asian background from various different fields. This year, the poster featured six South Asian change-makers who exemplify the theme of this year's SAHM: Celebrating South Asian COVID-19 Heroes.

Alongside the poster, CASSA held a virtual SAHM 2021 event, which involved a virtual panel discussion with the six COVID-19 heroes being commemorated for SAHM:

- Doly Begum, MPP Scarborough Southwest
- Dr. Naheed Dosani, Palliative Care Physician and Health Justice Activist
- Dr. Samir Sinha, Director of Geriatrics at Sinai Health and UHN
- Fairuz Karim, Student Advocate, Founder of HamOnt Washroom Campaign
- Sukhmeet Singh Sachal, Student Advocate, Founder of Sikh Health Foundation
- Dr. Supriya Sharma, Chief Medical Advisor at Health Canada

The virtual SAHM 2021 panel discussion was held on Wednesday, May 12, 2021 from 4:00 PM – 6:00 PM EDT. Throughout the Panel, we explored challenges that our COVID-19 Heroes have faced in their respective fields, what successes they have had, lessons learned and recommendations they can give to members of the South Asian communities who want to make a positive impact during the COVID-19 pandemic. The panel discussion can be viewed [here](#).

2021 SOUTH ASIAN HERITAGE MONTH

CELEBRATING COVID-19 HEROES



FAIRUZ KARIM

Fairuz Karim is a student advocate who has been amplifying the voices of youth and those that have been historically excluded in mainstream discourse. Throughout the COVID-19 pandemic she has worked on creating Project Youth Voices - a platform to help youth, just like herself, cope through the stresses of the pandemic through creative expression. Fairuz has been involved in designing HamOntWashroom, a social media advocacy campaign creating dialogue about the inequities in public washroom access. Fairuz has actively brought light to how this is a pressing issue that must be addressed to build sustainable, inclusive, and healthy communities.



SUKHMEET SINGH SACHAL

Sukhmeet Singh Sachal is a medical student and public health professional with a vision to bridge the gaps in healthcare. In June 2020, Sukhmeet founded the Sikh Health Foundation to provide culturally-effective public health interventions to South Asians at Gurdwaras in Surrey, BC. With over 150 youth volunteers, his team helped develop masks that can tie around turbans, and helped educate over 10,000 individuals about COVID-19 in Punjabi and Hindi. Since then, the project has expanded across Canada and internationally. For these efforts, Sukhmeet was recognized by the Commonwealth as one of ten COVID-19 Youth Heroes from around the world.



DR. SUPRIYA SHARMA

As the Chief Medical Advisor, Dr. Supriya Sharma provides medical and scientific advice on many aspects of Health Canada's COVID-19 response and is the Department's representative on the Special Advisory Committee with the Public Health Agency of Canada and Chief Medical Officers from across the country. She's one of the key spokespersons in the government's efforts to inspire public trust in immunization efforts and has been tasked with demystifying the regulatory processes for the approval and monitoring of vaccines.



DOLY BEGUM

Elected in 2018, Doly Begum is the MPP for Scarborough Southwest and the first Canadian of Bangladeshi origin to hold elected office in Canada. At Queen's Park, Doly is the Official Opposition Critic for Citizenship, Foreign Credentials, and Immigration Services and has been tirelessly advocating for equity in Scarborough as a hotspot for COVID-19. Prior to this, she was the chief coordinator of the province-wide Keep Hydro Public campaign that successfully stopped the privatization of Toronto Hydro and Wasaga Distribution and the former Co-Chair of the Scarborough Health Coalition and Vice-Chair of Warden Woods Community Centre.



DR. NAHEED DOSANI

As a palliative care physician and health justice activist, Dr. Naheed Dosani is dedicated to advancing equitable access to health care for people experiencing homelessness and marginalization. These efforts include founding Palliative Education and Care for the Homeless (PEACH) and serving as Medical Director for a regional COVID-19 Isolation/Housing Program in the Toronto area. Dr. Dosani shares his passion for health equity through education and advocacy efforts that include media, public speaking, social media and faculty appointments at the University of Toronto and McMaster University.



DR. SAMIR SINHA

Dr. Samir Sinha, Director of Geriatrics at Sinai Health and UHN, became a go-to expert during the COVID-19 pandemic, advocating for needs of older persons and those living in long-term care (LTC) homes. As the Director of Health Policy Research at the National Institute on Ageing at Ryerson, he has led research on ageing and how to better support older Canadians throughout this pandemic. Media outlets regularly call him to speak about the pandemic and he uses social media to advocate for older Canadians in policy-making. As a person who advises hospitals and health authorities in Canada on innovative models of geriatric care, he is now supporting the development of new National Long-Term Care Standards for Canada.

Official South Asian Heritage Month 2021 Poster by Council of Agencies Serving South Asians (CASSA)

This initiative is part of CASSA's ongoing work to mobilize the South Asian communities' voice and action towards Canadian and global justice by creating spaces for conversations, learning/unlearning, and bridging gaps within and between communities.

2020 AUDITED FINANCIAL STATEMENTS

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

FINANCIAL STATEMENTS

DECEMBER 31, 2020



David Burkes, CPA, CA, CFF

COUNCIL OF AGENCIES SERVING SOUTH ASIANS**INDEX****DECEMBER 31, 2020**

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 10.





David Burkes, CPA
Chartered Professional Accountant

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, 2020, 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, 2020, 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.

1.

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
April 9, 2021

David Burkes

Chartered Professional Accountant
Licensed Public Accountant

2.

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

STATEMENT OF FINANCIAL POSITION

AS AT DECEMBER 31, 2020

	<u>2020</u>	<u>2019</u>
<u>ASSETS</u>		
<u>CURRENT</u>		
Cash and Short-term Investments (Note 2)	\$ 252,414	\$ 151,111
Accounts Receivable	8,114	5,800
Grants Receivable	31,824	10,804
Prepaid Expenses and Deposits	3,865	6,596
	<u>296,217</u>	<u>174,311</u>
<u>CAPITAL (Note 5)</u>	<u>3,509</u>	<u>3,580</u>
	<u>\$ 299,726</u>	<u>\$ 177,891</u>
<u>LIABILITIES AND NET ASSETS</u>		
<u>CURRENT</u>		
Accounts Payable and Accrued Charges	\$ 5,870	\$ 6,116
Deferred Contributions (Note 3)	140,842	61,285
	<u>146,712</u>	<u>67,401</u>
<u>LOAN PAYABLE (Note 6)</u>	40,000	-
<u>MEMBERS' EQUITY</u>	<u>113,014</u>	<u>110,490</u>
	<u>\$ 299,726</u>	<u>\$ 177,891</u>

APPROVED BY THE BOARD:

Sanga Achakzai



Director

Leanne Saldanha



Director

(See Accompanying Notes)

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

STATEMENT OF OPERATIONS AND CHANGES IN MEMBERS' EQUITY

FOR THE YEAR ENDED DECEMBER 31, 2020

	<u>2020</u>	<u>2019</u>
<u>REVENUE</u>		
Grants (Note 4)	\$ 362,695	\$ 310,829
Sponsorships, Fundraising and Workshops	26,770	20,574
Interest Income	625	286
Membership Fees	1,360	1,710
Workshops fees	-	4,470
Government Assistance (Note 9)	4,374	-
	<u>395,824</u>	<u>337,869</u>
<u>EXPENSES</u>		
Salaries and Benefits	244,031	216,242
Project Expenses	63,400	43,045
Office and General	55,607	23,748
Rent and Utilities	21,595	16,265
Travel and Transportation	1,379	19,914
Professional Services	3,219	4,564
Research and Workshops	-	2,191
Insurance	2,915	3,011
Amortization	1,154	1,099
	<u>393,300</u>	<u>330,079</u>
<u>EXCESS OF REVENUE OVER EXPENSES</u>	2,524	7,790
<u>MEMBERS' EQUITY, Beginning of Year</u>	<u>110,490</u>	<u>102,700</u>
<u>MEMBERS' EQUITY, End of Year</u>	<u>\$ 113,014</u>	<u>\$ 110,490</u>

(See Accompanying Notes)

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED DECEMBER 31, 2020

	<u>2020</u>	<u>2019</u>
<u>CASH PROVIDED BY OPERATING ACTIVITIES</u>		
Excess of Revenue over Expenses	\$ 2,524	\$ 7,790
Amortization Expense	1,154	1,099
(Increase) Decrease in Accounts Receivable	(2,314)	22,584
(Increase) Decrease in Grants Receivable	(21,020)	927
(Increase) Decrease in Prepaid Expenses	2,731	297
Increase (Decrease) in Accounts Payable	(246)	(2,918)
Increase (Decrease) in Deferred Contributions	<u>79,557</u>	<u>37,179</u>
<u>CASH USED IN INVESTING ACTIVITIES</u>		
Purchase of Capital Assets	<u>(1,083)</u>	<u>(1,347)</u>
<u>CASH FROM FINANCING ACTIVITIES</u>		
Loan Payable	<u>40,000</u>	<u>-</u>
<u>INCREASE IN CASH AND CASH EQUIVALENTS</u>	101,303	65,611
<u>CASH & CASH EQUIVALENTS, Beginning of the Year</u>	<u>151,111</u>	<u>85,500</u>
<u>CASH & CASH EQUIVALENTS, End of the Year</u>	<u>\$ 252,414</u>	<u>\$ 151,111</u>
<u>CASH & CASH EQUIVALENTS REPRESENTED BY</u>		
Cash	\$ 203,741	\$ 103,062
Investment Savings	<u>48,673</u>	<u>48,049</u>
	<u>\$ 252,414</u>	<u>\$ 151,111</u>

(See Accompanying Notes)

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2020

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.

6.

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2020

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 2020 includes \$48,673 (2019 - \$48,048) in Guaranteed Investment Certificates maturing in December 2021 and earning interest of 0.25% per annum (2019 - 1.3%).

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2020

3. DEFERRED CONTRIBUTIONS:

Deferred contributions are comprised as follows:

	<u>2020</u>	<u>2019</u>
<u>OPERATING/PROGRAMMING</u>		
Canadian Heritage	\$ 47,815	\$ -
Canadian Red Cross	29,236	-
UW Employment Equity	7,390	3,927
UW Emergency Community Support Fund (Helpline)	17,024	
HSRDC - New Horizons Food Baskets for Seniors	24,239	-
Toronto Arts Council	7,783	19,750
Urban Reliance on Race Relations	7,355	-
City of Toronto - Investment in Youth Engagement	-	2,942
Law Foundation	-	31,300
Other	-	3,366
	<u>\$ 140,842</u>	<u>\$ 61,285</u>

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

	<u>2020</u>	<u>2019</u>
<u>BEGINNING BALANCE</u> , related to operating funding	\$ 61,285	\$ 24,106
<u>LESS:</u> Amounts recognized as revenue during year	(362,695)	(24,106)
<u>ADD:</u> Amounts received related to the following year	442,252	61,285
<u>BALANCE</u> , End of the Year	<u>\$ 140,842</u>	<u>\$ 61,285</u>

4. GRANTS:

	<u>2020</u>	<u>2019</u>
<u>OPERATING/PROGRAMMING</u>		
UW Employment Equity	\$ 76,437	\$ 73,299
UW Emergency Community Support Fund (Helpline)	32,976	-
UW Covid-19 Relief Fund (Includes Local Love Fund and Seniors Response Fund)	30,946	-
City of Toronto	88,619	111,559
Law Foundation	57,389	-
HSRDC - New Horizons Food Baskets for Seniors	761	-
HSRDC - Canada Summer Jobs	20,687	34,771
HSRDC - New Horizons for Seniors	24,888	-
Toronto Arts Council	11,967	250
Canadian Heritage	8,285	89,950
Canadian Red Cross	5,045	-
Urban Reliance on Race Relations	4,695	-
Laidlaw Foundation	-	1,000
<u>TOTAL GRANTS</u>	<u>\$ 362,695</u>	<u>\$ 310,829</u>

8.

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2020

5. CAPITAL ASSETS:

Capital assets consist of the following:

	2020			2019
	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Net Book Value</u>	<u>Net Book Value</u>
Office Equipment	\$ 15,307	\$ 14,650	\$ 657	\$ 821
Computers	13,800	10,948	2,852	2,759
	<u>\$ 29,107</u>	<u>\$ 25,598</u>	<u>\$ 3,509</u>	<u>\$ 3,580</u>

6. LOAN PAYABLE:

During the 2020 fiscal year, the Organization applied for and received the Canada Emergency Business Account (CEBA) loan made available by the Federal government in response to COVID-19 in the amount of \$40,000. The purpose of the loan is to assist the Organization in financing its non-deferrable expenses with a forgiveness option available if 75% of the outstanding balance is repaid by Dec 31, 2022. Any unpaid balance will be converted into a term-loan with a maturity date of December 31, 2025 and a fixed annual interest rate of 5%.

As at December 31, 2020, the forgivable portion of the loan has not been exercised as the Organization has made the decision to repay the loan balance in full.

7. 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.

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2020

7. FINANCIAL INSTRUMENTS - RISK MANAGEMENT: (Continued)

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 2020.

8. 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.

9. GOVERNMENT ASSISTANCE:

During the 2020 fiscal year, the Organization applied for the Temporary Wage Subsidy for Employers (TWS) made available by the Federal government in response to COVID-19. The TWS was made available to eligible employer's who continued to incur payroll costs for the period of March to June 2020. During the period of March to June 2020, the Organization claimed \$4,374 from the TWS and has recognized the subsidy as income in the Statement of Operations.

10.

CASSA BOARD OF DIRECTORS

SLATE 2021-2022

Returning Directors:

Sanga Achakzai – Chair

Graduated from York University with a Bilingual Specialized Honors in International Relations, Sanga is a champion for social justice and passionate about social equity and poverty reduction. Sanga brings with her over 10 years of experience in community development, project management, strategic planning, policy analysis, immigration and settlement, and fund development. Following her passion for gender equity, she took the role of research project manager with the Afghan Women's Organization (AWO), to discover sustainable development opportunities for women in Afghanistan.

Sanga is currently working at CCS, creating equitable employment opportunities for IMGs. She is steering committee member of Color of Poverty-Color of Change, East Toronto Local Immigration Partnership's Employment and Health Action groups, where she 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.

Sanga engages with policy makers and key politicians for recommendations and policy advocacy in matters that affect marginalized and racialized communities. Issues she has engaged on include the Poverty Reduction Strategy, Housing Strategy and Human Rights. Sanga is excited about her recent appointment as a Grant Review Member at Ontario Trillium Foundation where she hopes to contribute to building stronger and inclusive communities in Ontario. Under her leadership, CASSA has twice been the recipient of Proclamation by the City of Toronto for "Diversity is our Strength."

Anjum Sultana – Vice Chair

Recently named the 2020 Global Woman of Distinction by the United Nations NGO Committee on the Status of Women, Anjum Sultana is an internationally-recognized advocate for progressive public policies to create a more just and equitable society.

Anjum serves on the boards of the Regent Park Community Health Centre, Toronto Environmental Alliance and the Council of Agencies Serving South Asians. Anjum is also a Founding Advisor of Progress Toronto, Strategic Advisor for KimboCare and served as Canadian Delegate at the 2019 G7 Youth Summit in Paris, France through Young

Diplomats of Canada. Anjum is part of the Global Shaper Community, which is affiliated with the World Economic Forum and is a Global Shaper with the Toronto Hub. She is also part of the Ontario Council for International Cooperation's Gender Equality and Youth Policy-Makers Hubs.

Sultana is an accomplished public speaker who has delivered keynote speeches, lectures, workshops and participated on panel discussions. Her media and policy commentary has been featured on networks and publications such as Apolitical, CBC, CityTv, CTV, First Policy Response, Healthy Debate, National Observer, New Canadian Media, Now Toronto, Public Policy Forum, The Walrus, Toronto Sun, and TVO.

Anjum holds a Masters of Public Health from the Dalla Lana School of Public Health at the University of Toronto. Anjum is also the founder of Millennial Womxn in Policy, a grassroots organization and community of practice that connects more than 3,000 young women and non-binary people working in policy across North America and Europe.

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, strengthen 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.

Dr. Anita Singh - Director

Dr. Anita Singh is a political organizer, academic and policy lead in Toronto. Anita's PhD 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. In this area of expertise, Anita is a 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. During the last federal election, she worked on a piece with other CASSA Board of Director Anjum Sultana on the impact of brownface on Indo-Canadian communities.

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 Jagmeet Singh's federal leadership campaign and has recently been elected for a two-year term as Ontario Women's Representative on the NDP's Federal Council. During the municipal election, Anita organized for progressive candidates in their bids for a more representative City Council. She has been active in a number of local campaigns during the provincial and federal election cycles.

She currently works in the Ontario Public Service. Anita is excited to start her new journey as a law student at Osgoode Law School in September 2020.

Bharat Saini

Bharat Saini is the Advisor, Human Rights, Equity & Diversity with the Centre for Human Rights, Equity & Diversity at Humber College. In this role, Bharat conducts early interventions and human rights investigations into allegations of discrimination and harassment; provides consultation on human rights related inquiries; works closely with the Director on Humber's Equity, Diversity & Inclusion Taskforce; and is the lead on Humber's Employment Equity Program.

Bharat has been working in the post-secondary sector for more than a decade in the areas of disability, accessibility, human rights and inclusion. He has completed his

Bachelor of Science Honours, Bachelor of Education and Master of Education degrees from York University. Bharat is also an Ontario Certified Teacher.

Prior to joining Humber, Bharat held the position of Senior Disability Consultant & Program Supervisor with the Centre for Students with Disabilities at OCAD University. During his tenure, Bharat provided consultation and training in the areas of academic accommodations and human rights. Additionally, he participated in numerous committees covering teaching and learning, accessibility and AODA, academic accommodations, mental health, human rights, and employment equity. Bharat has a strong commitment to fostering an equitable, diverse and inclusive learning, working and living environment.

Jessica Singh

Jessica is a change agent guided by empathic accuracy; internally driven to work for issues like gender equality, art therapy, access to quality education, and child protection. As a social development professional and research consultant, she offers strategic advice to social enterprises to enable meaningful contribution and provides tools to measure their impact effectively. She works with creativity, consideration and open-mindedness that allows seeing things from unconventional perspectives. She is an author @whenlovelivedalone and an interdisciplinary artist @blueskyandlemonpie.

Jessica is a social worker and also holds a specialized degree in evidence-based research from the University of Oxford. She has 10+ years of experience impact assessment, monitoring and evaluation, multi-stakeholder relationships, qualitative research methodologies, strategic partnerships, capacity building and grant-writing both internationally and in Canada. She is currently serving on the board of North York Arts and has had the opportunity to work with organizations like the World Bank, Plan UK, Credit Suisse, GIZ, Ministry of New and Renewable Energy, US Department of State, Centre for Social Innovation, Tedx Toronto and Plan Canada.

Thanuya Mohanathas

Thanuya is a Social Worker who has extensive experience in community and youth development. She attended York University for Human Rights & Equity Studies, Seneca College for Social Service Worker Diploma, and is currently pursuing a degree in Public Administration & Governance at Ryerson University. Thanuya is TESOL certified and teaches ESL. She has learned to combine her roots in Social Work with her passion for music, specifically the piano and teaches a unique curriculum to students through Ruby's School of Music. Thanuya has extensive experience in grant writing, development and facilitation of workshops, community asset building, capacity building, strategic planning, and program evaluation.

Thanuya has shared spaces with vulnerable residents and has sought community partners and stakeholders to take a more collaborative and communal approach in the drafting and implementation of meaningful and impactful programs and services to better suit the needs of the communities they serve. Her desire to improve quality of life and to create better and more meaningful human relations, bring forth a sense of connection and belonging has been the driving force that has propelled her unwavering commitment to social justice and to CASSA.

STRATEGIC FRAMEWORK

CASSA's Mission:

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 PLAN 2021-2024

EXECUTIVE SUMMARY

The 2021-2024 strategic plan will allow for a renewed sense of purpose, clear and measurable goals, a distinct CASSA-driven strategy, and implementation plan so that CASSA has a roadmap for how to move forward with their mandate.

Priority Areas	Organization Model	Legal Status	Governance	Core Areas of Interest	Funding
Decision	Membership Model	Maintain status as a non-profit organization	Regional Expansion	a. Policy advocacy b. Membership development c. Research	Stabilize financial position
Description	Ensure buy-in and trust from members agencies. Create opportunities for member agencies.	Continue under a non-profit status for the current term. Investigate the potential for charity status in the future.	Phased approach starting with regional expansion with consideration of national expansion in the long run.	Champion social issues and advocacy efforts with our “equity seeking group” networks and coalitions.	Exceptional success of grant-approach. Investigate opportunities for stable, year-over-year funding.
Activities	<ol style="list-style-type: none"> 1. Data-driven model to membership. 2. Activities (e.g., events, education) reflecting the needs of our membership. 3. New lines of communication with membership (e.g., social media). 4. Receive direction from membership on areas of advocacy. 	<ol style="list-style-type: none"> 1. Ensures our ability to continue policy-advocacy without restriction. 2. Canvass membership for preference for a charity model. 3. Investigate legal framework and implications for charity status. 	<ol style="list-style-type: none"> 1. Board to consider strategy (e.g., onboarding, succession planning risk management) to create foundation. 2. Develop codified practices and protocols. 3. Reach out to regional partners and membership in other jurisdictions. 	<ol style="list-style-type: none"> 1. <i>Policy Advocacy:</i> <ul style="list-style-type: none"> • Advocacy tables. • Hire policy advisor. • Policy partnerships. 2. <i>Membership development:</i> <ul style="list-style-type: none"> • Training opportunities (e.g. OCASI). • Member needs assessment. 3. <i>Research:</i> <ul style="list-style-type: none"> • Tool development. • Employment Equity Research Project as a model. 	<ol style="list-style-type: none"> 1. Recruitment of board member with fundraising background. 2. Fundraising consultant 3. Efforts towards building regular monthly donors. 4. Diversified fundraising efforts (e.g., ticketed events).

CASSA is open to feedback on our strategic priorities - gender equity, health equity, anti-racism, poverty reduction, supporting immigration and settlement – to ensure that they meet the needs of our members and our communities.

CASSA STAFF 2020-2021

2020 Staff

Executive Director – Samya Hasan
 Finance Manager – Farhat Hasan
 Project Coordinator, Legal Education for Refugee Women – Yomna Omar
 Project Manager, Seniors and COVID-19 Relief – Nikhita Dogra
 Campaign Specialist – Cynthia Saxena
 Administrative Assistant – Mukta Sreenivasa
 Social Planning Coordinator – Aneesah Siddiqi
 Communications Coordinator – Sakshi Mehta
 Muslim Community Outreach Coordinator – Eman Zahid
 Membership Coordinator – Shimaa Haj Ahmed
 IT Specialist – Faizan Zubair

Co-op Students/Interns:

Health Equity Coordinator – Mahdiba Chowdhury
 Project Assistants – Erma Hassan, Tarana Rahimi, Aleena Darr, Nivetha Jeevanantham, Shivangi Sawh, and Amira Namasivayam

2021 Staff

Executive Director – Samya Hasan
 Finance Manager – Farhat Hasan
 Project Manager – Yomna Omar
 Project Manager, Seniors and COVID-19 Relief – Nikhita Dogra
 Project Manager, Anti-Hate Initiatives – Maryam Faisal
 Administrative Assistant – Abiagom Dibia
 Project Coordinator, Vaccine Engagement – Wardah Malik
 Project Coordinator, Hate Crime Reporting – Lakhdeep Singh Dhaliwal
 Project Coordinator, Gender-Based-Violence – Dinoba Kirupa
 Project Coordinator, Anti-Hate & Equity in Education – Naima Raza
 Muslim Community Outreach Coordinator – Eman Zahid
 Campaign Specialist – Cynthia Saxena
 Communications Coordinator – Sakshi Mehta
 Health Equity Coordinator – Mahdiba Chowdhury
 Social and Racial Equity Planning Coordinator – Khalood Kibria
 Social Media Coordinator – Akhila Appadurai
 Fundraising Coordinator – Shania Bhopa
 Human Resources Generalist – Gurbinder Jaspal
 IT Specialist – Faizan Zubair

Co-op Students/Interns – Milisha Nicholas, Rabia Wattoo, Nimra Aftab, Shreya Shourie, Nisa Rahman
 Intake Specialists – Murugutamilarasi Savurimalai, Charchit Atri, Anika Tahsin, Zainab Mehdi, Shazia Khalid

CASSA VOLUNTEERS 2020-2021

Hamdan Khan	Hana Mehad
Eeman Batool	Sara Rizwan
Fatema Malek	Ayesha Abid
Shruthi Ks	Devi Samlall
Jaine Jueun Kang	Sahar Kamil
Ciara Dymond	Maryam Rehan
Jacob Sanchez	Ajitha Prabha
Dua Elahi	Apira Ragunathan
Moska Dawoudzai	Sophia Ayathurai
Ankit Chaudhari	Rehan Nasir
Uswa Shafaque	Sajane Puvaneswaran
Huda Jirreh	Fazila Mulla
Jothika Logeswaran	Tafriha Islam
Rohullah Naderi	Mehathie Sivakumaran
Madura Muraleetharan	Donna Rowshanbin
Kian Karbasi	Tahsin Bakht
Tina Liu	Ferozah Nasiri
Dhushan Kiritharan	Farzana Mulla
Chau Nguyen	Kanitha Uthayakumar
Aditi Saha	Kavach Saxena
Elliot Ngo	Chareena Varatharajan
Sahil Kamil	
Abdulrahman Nuur	
Simra Khan	

CASSA MEMBER AGENCIES 2020-2021

1. 905 Women for Women Support Services
2. Abhinayakshetra Fine Arts Canada
3. Afghan's Women's Organization
4. Afghan Association of Ontario
5. Armadale Older Adults Club
6. Alliance for South Asian AIDS Prevention (ASAAP)
7. Bangladeshi Canadian Community Services (BCS)
8. Bangladesh Centre & Community Services
9. Birchmount Bluffs Neighbourhood Center
10. Brampton Tamil Association
11. Brampton Tamil Seniors
12. Canada Sri Sabarimala Iyappan
13. Canadian Aids Treatment Information Exchange (CATIE)
14. Canadian Breast Cancer Society
15. Canadian Council of Muslim Women (CCMW)
16. Canadian Centre for Victims of Torture
17. Canadian Pakistani Association of Scarborough
18. Canadian Tamil Chamber of Commerce
19. Canadian Tamil Congress
20. Canadian Tamil Youth alliance
21. CANTYD
22. Carefirst Foundation
23. CATIE
24. CAW Canada
25. Cedarwood Tamil Community Association Ratepayers
26. Centennial College Employment Services
27. Centre for Community Learning & Development
28. CICS - Centre for Information and Community Services of Ontario
29. Community Environment Alliance
30. Community Legal Clinic of York Region
31. Community Resource Development Organization of York Region
32. COSTI Immigrant Services
33. Crescent Village Housing Corporation (Jafari Islamic Housing Corporation)
34. Durham Tamil Association
35. Epilepsy Toronto
36. Evergreen Hospice
37. Family Inter-Generation Link (FIG Link)

38. Family Service Toronto
39. Family Services of York Region
40. Findhelp
41. Frontline Community Services
42. Golden Years Seniors Stouffville
43. Greenborough Tamil Seniors Wellness Club
44. Human Endeavour
45. Humber College Institute of Technology and Advanced Learning - Centre for Human Rights, Equity & Diversity
46. InCharge Canada
47. Indo Canadian Cultural Association of Durham
48. Interim Place
49. J.R.S. College
50. Job Skills
51. Labour Education Center
52. Loxley Foundation
53. Mannar Friendship Association
54. Markham Arts Council
55. Markham Christian Worship Centre
56. Markham Cricket Academy
57. Markham South Asian Seniors
58. Markham Tamil Organization
59. Markham Tamil Seniors
60. Markham Tamil Seniors Association Canada
61. MCIS Interpretation Services
62. Menaka Thakkar Dance Company
63. METRAC - Metropolitan Action Committee on Violence Against Women and Children
64. Middlefield Seniors Wellness Club
65. Millennium Motorist Foundation of Canada
66. Muslim Kidney Project, UHN Kidney Health Education and Research Group
67. Neighbourlink North York
68. Nepalese Canadian Community Services
69. Newcomer Women's Services Toronto (NEW)
70. Ontario Bengali Cultural Society
71. Ontario Seniors Tamil Center
72. Pak Seniors Forum (PSF)
73. People for Education
74. Polycultural Immigrant & Community Services
75. Progressive Action for Community Empowerment (PACE)
76. Progressive Intercultural Community Services (PICS)
77. Radio Metro Mail
78. Punjabi Community Health Services - PCHS
79. Rehma Community Services
80. Riverdale Immigrant Women's Centre
81. RWDSW/UFCW
82. Sandgate Women Shelter
83. Scadding Court Community Centre

84. Scarborough Arts
85. Scarborough Women's Centre
87. Schizophrenia Society of Ontario
87. School of Continuing Studies, University of Toronto
88. Service Employees International Union
89. Sheetal Sangeet
90. Sherbourne Health Centre
91. Sindhi Association of North America - Canada
92. Skills for Change
93. South Asian Autism Awareness Centre (SAAAC)
94. Settlement Assistance and Family Support Services (SAFSS)
95. South Asian COVID-19 Task Force
96. South Asian Network Supporting Awareness & Research (SANSAR)
97. South Asian Heart Health Group (SAHHG)
98. South Asian Legal Clinic of Ontario (SALCO)
99. South Asian Visual Arts Centre
100. South Asian Women's Centre (SAWC)
101. South Asian Women's Rights Organization (SAWRO)
102. South Riverdale Community Health Centre
103. Social Planning Toronto
104. Springtide Resources Inc.
105. Social Services Network
106. Tamil Cultural and Academic Society of Durham
107. Tamil Canadian Centre for Civic Action
108. TESOC Multicultural Settlement Services
109. Tetrault Arts Productions
110. Tamil Canadian Centre for Civic Action (TCCCA)
111. Thamil Poonka
112. The Elizabeth Fry Society
113. The Neighbourhood Organization - TNO
114. Times Change Women's Employment Service
115. Toronto Parks and Trees Foundation
116. Toronto Reel Asian International Film Festival
117. Toronto Support Services
118. Tropicana Employment Center
119. United Food and Commercial Workers
120. University Health Network - Kidney Health Education Group
121. Vasantham (Tamil Seniors Wellness Centre)
122. Villa Karuna Home for Seniors
123. We Can Win
124. Wellfort Community Health Services
125. Women's Health in Women's Hands
126. Worker's Action Centre
127. York Region Social Planning Council

ACKNOWLEDGEMENT OF OUR FUNDERS FOR 2020

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

Canadian Red Cross
City of Toronto: Investing in Neighborhood Initiative
City of Toronto: Community Services Partnership
Government of Canada: Human Resources and Skills Development Canada
Government of Canada: Department of Canadian Heritage
Government of Canada: Emergency Community Support Fund
Law Foundation of Ontario
United Way of Greater Toronto
Urban Alliance on Race Relations

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 2019.

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

**Thank you for attending
CASSA's 2021 AGM!**

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

You or your organization can 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 regular updates on various happenings in the social services/social justice field that impact 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., Suite 301A, Toronto, M1S 4Z5

Tel. No: (416) 932 1359

Fax No: (416) 932 9305

Email: cassa@cassa.on.ca