



COUNCIL OF  
AGENCIES SERVING  
SOUTH ASIANS

2022

# ANNUAL GENERAL REPORT



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

Wednesday, November 16, 2022  
6:00 - 8:00 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](mailto:cassa@cassa.on.ca)

# TABLE OF CONTENTS

- 4** 2022 AGM Agenda
- 5** 2021 AGM Meeting Minutes
- 7** Message from the Executive Director and Chair of the Board
- 9** CASSA 2021 Project Updates
- 16** CASSA 2022 Project Highlights
- 23** 2021 Audited Financial Statements
- 37** CASSA Board of Directors
- 42** Strategic Framework
- 43** Strategic Plan 2021-2026
- 46** CASSA Staff 2021-2022
- 48** CASSA Volunteers 2021-2022
- 49** CASSA Member Agencies 2021-2022
- 52** Acknowledgement of Our Funders for 2021



# 2022 AGM AGENDA



**6:00 - 6:50 P.M.**

**Welcome and CASSA  
Business Segment**

**6:50 - 7:00 P.M.**

**Welcome Address by  
Special Guests**

**7:00 - 7:15 P.M.**

**Staff Video Presentation  
on CASSA Projects**

**7:15 - 7:55 P.M.**

**Keynote Presentation by  
Amira Elghawaby, Canadian  
Race Relations Foundation**

**7:55 - 8:00 P.M.**

**End of AGM**

# 2021 AGM MEETING MINUTES

**Date:** October 20, 2021

**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:**

Lakhdeep Dhaliwal, Project Coordinator, CASSA delivered the Land Acknowledgement before the business segment began.

## **Approval of Draft Agenda:**

Bharat Saini, board member of CASSA, made the motion to approve the agenda. Jessica Singh, board member of CASSA, seconded the motion.

## **Approval of 2020 AGM Minutes:**

Sanga announced that only the members who attended the 2020 AGM were allowed to approve the minutes. Nasima Akter from Bangladeshi Canadian Community Services (BCS) made the motion to approve and Leanne Saldanha, Treasurer of CASSA, seconded the motion.

## **Chair's Report:**

Sanga presented the Chair's Report: CASSA had a successful year in terms of responding to the emerging needs of the marginalized communities during the pandemic. She mentioned the commendable work done in the 2020 projects such as the launch of Covid 19 helpline which provided support to community members in many languages, the Seniors Response fund which helped provide culturally appropriate food baskets to 250 seniors. CASSA also provided hygiene products to shelters from its United Way funding. CASSA created a toolkit for Refugee Women which helped them understand their rights and responsibilities in several different languages. The Employment Equity project helped develop a Business Charter which included pledges from 250 large and small businesses who could commit that racialized immigrants will not be discriminated against while seeking employment. We also organized the Health Equity summit online successfully.

**Director's Report:**

Samya briefly touched upon the work done by CASSA in 2020 and mentioned that even during the pandemic the CASSA grew from 8 staff to 24 because of the new projects and initiatives that were undertaken. She acknowledged the heroes who worked on Covid 19 Helpline by providing information to members of the community and answering their vaccine related questions. They are still continuing to do this work using their own resources even after the funding has depleted. CASSA partnered with 11 organizations who worked with us in vaccine engagement in South Asian communities. She also mentioned the importance of the work being done under the Gender based Violence project since there has been a huge increase in cases of violence during the pandemic. We are working across Canada to conduct a national research on how to provide services to the victims based violence particularly among the South Asian community. CASSA is pleased to know that Peel District School Board has passed the Anti-Islamophobia strategy which was actively pushed by CASSA. Samya also mentioned the work being done by the Hate Crime reporting project and the Health Equity summit in the current year.

**Auditor's Report:**

Leanne Saldanha, 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 Sanga Achakzai. It was seconded by Nasima Akter. The motion to reappoint David Burkes as the auditor was moved by Anita Singh and seconded by Sanga Achakzai.

**Nominations:**

There were no new incoming board members. Sanga Achakzai announced the names of the returning slate as under:

Sanga Achakzai: Chair  
 Anjum Sultana: Vice-Chair  
 Tanzina Islam: Secretary  
 Leanne Saldanha: Treasurer  
 Anita Singh: Member  
 Bharat Saini: Member  
 Jessica Singh: Member  
 Thanuya Mohanathan: Member

The motion to approve the returning slate as the board of directors was made by Nasima Akter and seconded by Dr. Reza from BCS.

**Meeting Adjournment:**

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

# MESSAGE FROM THE EXECUTIVE DIRECTOR AND CHAIR OF THE BOARD

Dear members, supporters, friends, and funders:

Last year, 2021, was a year full of growth, learning, and resilience for CASSA, our members, and our partners. We reflected deeply on our internal gaps and opportunities for CASSA to expand our horizons. We continued our commitment to engaging in ongoing learning about our role on this land as settlers and allies. We were steadfast in enhancing our own resilience and capacity as well as that of the communities we serve through the resources, tools, and training we create and share.

In 2021 our objectives were informed by the evolving needs of the South Asian communities from the ongoing and significant impacts of the COVID-19 pandemic. We listened, we understood, and we created a plan of action to respond to ongoing systemic inequities and to support those who are most vulnerable and marginalized. 2021 was the year when COVID-19 vaccines became broadly available. CASSA worked with all three levels of government to advocate and ensure there was vaccine equity when it came to access and relevant information for the South Asian communities. We curated the South Asian Vaccine Engagement Collaborative in Toronto to create culturally and linguistically responsive vaccine engagement materials for South Asian communities. We continued to sit on Advisory tables with Ontario Health, Toronto Public Health and Health Canada to ensure the needs of South Asian communities were being met.

We had the honour of advising to the Special Investigations Unit at the Ministry of the Solicitor General, United Way Centraide Equity and Inclusion Advisory, and University of Toronto's Publicly Engagement Scholarship & Innovation Advisory. Additionally, we have been increasing our portfolio in supporting academics and researchers to create and implement research studies that are inclusive of South Asian communities and reflect the current needs and barriers faced by the communities. We have been working with researchers from University of Toronto, York University, University of British Columbia, Ottawa University, Toronto Metropolitan University, among others on a range of research projects to ensure they are accessible to South Asian communities.

Our unwavering commitment to realizing our mission of empowering South Asian communities in Canada helped CASSA secure significantly more projects and funding in 2021. Some of these projects included a three-year research project funded by United Way Greater Toronto, to understand Toxic Masculinity in South Asian communities and its impact on gender-based violence (GBV) and intimate partner violence. Our national

GBV research group continued to collect feedback from victims of GBV in Alberta, British Columbia, and Ontario which is now being used to create training workshops for service providers focused on GBV. Our Coalition for Racial Equity in Education met tremendous success in October 2021 when Peel District School Board became the first school board in Ontario to pass a motion to create a comprehensive Anti-Islamophobia Strategy for Peel schools. Our South Asian Vaccine Engagement Collaborative worked tirelessly throughout 2021 to create culturally and linguistically responsive vaccine education and awareness materials for South Asians in the GTA and beyond.

Our annual Health Equity and South Asian Heritage Month campaigns were also well received in 2021. We had the privilege of inviting nine esteemed speakers to our 11th Annual Health Equity Summit which attracted over 120 participants. The focus of the Summit was “Shifting and Sharing Power” in order to truly achieve health equity. The 2021 South Asian Heritage Month Campaign recognized and celebrated the work of dedicated mental health advocates and supporters in South Asian communities.

Our anti-hate portfolio continues to expand and the Anti-Hate Community Leaders’ (AHCL) Group has been a strong partner in effectively advocating for policy changes and programs to combat hate. In partnership with the AHCL Group, we successfully completed and launched the social media campaign for the #Eradicatehate project which garnered attention from over 20,000 individuals across Canada. Through this project, we developed an incredibly useful toolkit on online hate for service providers and anti-hate advocates. We also worked with the AHCL Group to advance our hate crime reporting project with the Peel, Toronto, York Region, and Ottawa police services. We worked with many community agencies and groups to collect invaluable community feedback which is being used to develop training for the four police services. The AHLC Group’s work is expanding as we have two new projects in 2022: (a) to create awareness and advocacy around three policies that perpetuate systemic racism including Quebec’s secularism law, the Canada Child Benefit, and the formally titled Barbaric Cultural Practices Act; (b) to adapt our #Eradicatehate toolkit using creative content to provide education to children and youth in Ontario on how to protect themselves online.

As we continue on our journey of continuous improvement, CASSA is committed to building its own capacity as well as adapting and responding to the ever evolving needs to better serve South Asian communities. We have been working on obtaining charitable status, researching feasibility of national expansion, and developing and implementing a long-term sustainability plan.

On behalf of the Board of Directors and staff at CASSA, we would like to thank and express our deepest gratitude to all of our funders, partners, friends, and members for your ongoing trust and support. With your partnership and collaboration, we will continue to reach new heights and challenge oppressive and racist structures and systems in Canada.

In solidarity,  
Samya Hasan, Executive Director  
and  
Bharat Saini, Chair of the Board

# CASSA 2021 PROJECT UPDATES

## **Gender-Based Violence Research**

**Project Manager:** Dinoba Kirupa

CASSA has undertaken a research study on gender-based violence (GBV) in the Canadian South Asian community. The pandemic and lockdowns have exacerbated the presence of GBV in homes around the country with service delivery agencies seeing a rise in cases. 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, the study will cover three regions in Canada.

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 lens of the pandemic.

Research and data collection will take the forms of surveys, focus groups, and interviews. Executive directors 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 7 other organizations as well as the primary project partners.

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

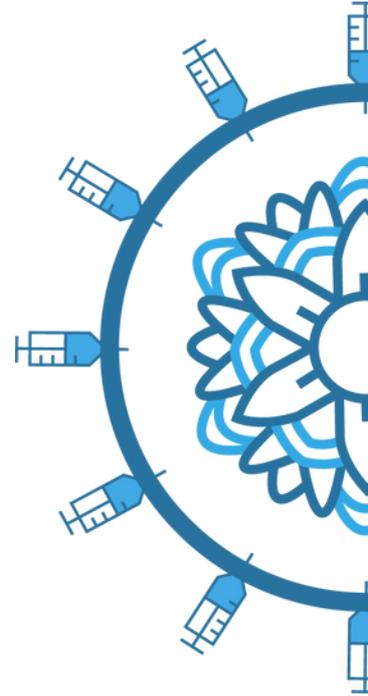
## South Asian Vaccine Engagement Collaborative (SAVEC)

**Project Manager:** Wardah Malik

**Project Associate:** Nimra Aftab

### Collaborative Members:

- Tamil Canadian Centre for Civic Action (TCCCA)
- Settlement Assistance and Family Support Services (SAFSS)
- Canadian Pakistani Association of Scarborough (CPAS)
- South Asian Womens' Rights Organization (SAWRO)
- Bangladeshi-Canadian Community Services (BCS)
- Alliance for South Asian AIDS Prevention (ASAAP)
- South Asian COVID Task Force (SACTF)
- South Asian Legal Clinic of Ontario (SALCO)
- Punjabi Community Health Services (PCHS)
- Bangladesh Centre and Community Services (BCCS)
- South Asian Health Network (SAHN)



SAVEC is a group 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 impacted 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.

## Employment Equity Campaign

Campaign Specialist: 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.



## **The Coalition of Racial Equity in Education**

**Project Coordinators:** 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 Project**

**Project Coordinators:** Lakhdeep Singh Dhaliwal

**Project Associates:** Naima Raza and Rabia Wattoo

The Hate Crime Reporting Project worked on developing 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:

1. 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.
2. 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

**Project Manager:** Maryam Faisal

**Project Associate:** Akhila Appadurai

This year CASSA wrapped up the Combating Online Hate project. Aptly titled, the #EradicateHate initiative developed materials to support service providers and racialized communities in addressing online hate. Utilizing research done by the Canadian Race Relations Foundation, the Ryerson Leadership Lab, Abacus Data, and the Canadian Anti-Hate Network, studies show that around 1 in 5 Canadians have faced some form of online hate with racialized people facing it roughly 3 times more. This set the backdrop of why this project was necessary. The results of the community survey CASSA conducted also demonstrated that over 60% of participants have directly experienced online hate on more than five occasions; that percentage becomes 83% for those who have directly experienced online hate at least once.

Through this project, CASSA developed a 60-page toolkit which covers four parts: 1. Education around online hate 2. Actions to take when faced with online hate 3. Configuring your Digital Security settings, and 4. Accessing community supports and resources. CASSA and the Anti-Hate community leaders' group also led a twelve-week national social media campaign that engaged over 20,000 people across Canada. The campaign included illustrations, summarized infographics, and a training exercise with reflection questions called Reflect2Connect. In addition, CASSA led workshops on how to utilize the toolkit. Tutorials were created as well to go along with the digital security portion of the toolkit, including step-by-step directions on how to configure privacy settings on social media platforms. An overwhelming majority of partners and toolkit users said the materials developed would be very helpful in tackling online hate. Recently, the Ontario Anti-Racism Directorate met with CASSA due to interest in adapting the toolkit specifically for children and youth.



## 10th Annual Health Equity Summit

**Project Coordinator:** Mahdiba Chowdhury

For the first time ever, 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 versions of [day 1](#) and [day 2](#) can be found on CASSA's YouTube channel: CASSA Online.



## 2021 South Asian Heritage Month (SAHM)

**Project Coordinator: 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 and Founder of HamOnt Washroom Campaign
- Sukhmeet Singh Sachal – Student Advocate and 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. A recorded version of the panel discussion can be found on CASSA's YouTube channel: [CASSA Online](#)

## 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.

# CASSA 2022 PROJECT HIGHLIGHTS

## **Understanding the Impact of Toxic Masculinity on Gender-Based Violence and Intimate Partner Violence**

**Project Managers:** Maryam Faisal and Wardah Malik

**Intern:** Suchismita Chakraborty [Past: Sundas Ramzan]

### **Partners:**

- South Asian Legal Clinic of Ontario (SALCO)
- Punjabi Community Health Services (PCHS)
- Nisa Homes
- ISEE Initiative
- Bangladeshi Centre & Community Services (BCCS)
- Alliance for South Asians Aids Prevention (ASAAP).

CASSA has undertaken a second gender-based violence research project, with this one focusing on toxic and harmful masculinities and their impact on gender-based violence and intimate partner violence within the Canadian South Asian community. This project, funded by United Way of Greater Toronto, began in May of 2021 and is expected to wrap up in mid-2025. CASSA has partnered with six community organizations for this project: South Asian Legal Clinic of Ontario, Punjabi Community Health Services, Nisa Homes, ISEE Initiative, Bangladeshi Centre & Community Services, and the Alliance for South Asians Aids Prevention. As of right now, in year one of the project, CASSA is developing a thorough research methodology complete with accurate ethical protocol. Currently, recruitment of focus group participants is also well underway. By January of 2023, the data collection phase of this project will commence. Through this project, the hope is to build the capacity of CASSA's member agencies and others working in the field of GBV to competently address the issue of toxic masculinity in cases of South Asian victims through culturally competent intervention strategies. The project will conclude with a public awareness campaign encouraging intimate and family conversations on toxic masculinity in South Asian communities.

## Hate Crime Reporting Project

**Project Coordinator:** Maiura Muralitharan [Past: Lakhdeep Singh Dhaliwal]

**Project Associate:** Noor Imran [Past: Naima Raza]

**Intern:** Fahima Jogiat [Past: Rabia Wattoo]

### Partners:

- [Anti-Hate Community Leaders' Group](#)
- Toronto Police
- York Regional Police
- Peel Regional Police
- Ottawa Police
- Dr. Wesley Crichlow

The Hate Crime Reporting Project aims to bring community voices together to inform hate crime reporting processes in Toronto, Peel, York, and Ottawa. Answers to questions like “what is a hate crime?”, “what is the ideal method for reporting?”, and even the likelihood of charges brought against a perpetrator of a hate-motivated crime, differ depending on the individual and community or communities with which they are associated.

In partnership with the Anti-Hate Community Leaders' Group, this project looks to bridge the gap between how the Toronto Police, York Regional Police, Peel Regional Police, and Ottawa Police Service, perceive hate-motivated crimes and what their local community understands about, and experiences with relation to, hate crimes and reporting.

The project, now in its second year, has wrapped up community consultations in Peel, Toronto, York and Ottawa. Through online surveys, and online and in-person focus groups and interviews, we identified community perceptions about hate crimes, reporting processes, and ways to remove barriers to reporting for racialized and religious minority communities. Using this data, we are developing training materials for police services on safe and anti-oppressive engagement practices with these communities. The next stage involves sharing these materials to our partnered police services and collaborating with them towards a community-based approach to addressing hate-motivated crimes, improving reporting, and removing barriers to reporting.

The goal of the project is to increase community awareness about recognizing and safely reporting hate crimes, as well as to encourage systemic changes in police services through community feedback, which would increase public willingness to report and prevent future hate-motivated incidents.



## 11th Annual Health Equity Summit

**Project Coordinator:** Mahdiba Chowdhury

**Project Associates:** Tanvi Rathi and Sundas Ramzan

The Health Equity Summit is a recognizable event that CASSA hosts annually to address health-related disparities, particularly those that affect South Asian communities and other racialized communities – through the exchange of knowledge between key stakeholders. This year's theme was 'Shifting and Sharing Power – with a focus on Community Engagement for Reducing Health Inequities'.

We emphasized that community engagement is an important step towards understanding the unique circumstances facing populations living with health inequities. This was especially true when considering these communities' opportunities and barriers to achieving health. Having authentic and ongoing relationships with communities that experience marginalization – beyond one-time engagement events or client satisfaction – requires eliminating processes and practices that make decisions for those communities without their direct and meaningful involvement.

The summit featured nine experts. Dr. Farah Mawani presented the keynote address on 'Advancing Community Engagement Approaches to Dismantle Systemic Racism and Discrimination, and Reduce Mental Health Inequities'. During the panel discussion on 'Community Engagement Framework,' Camille Orridge, Dr. Jennifer Zelmer, Safia Ahmed, and Amy Go shared their perspectives on co-developing the structure and expectations for engagement. Among the breakout sessions, Anthony Gladue facilitated 'Community Informed Healing & Learning', Andrew Pinto and Dorothy Mary Senior facilitated 'Community Based Participatory Research & Anti-Oppressive Data Collection', and Fatah Awil facilitated 'Centering Community Voices in Health Policy'.

The summit provided an opportunity for public health professionals, community leaders, researchers, academics, students, social service providers, and decision-makers alike to recognize and demonstrate meaningful community engagement as a core public health practice.

The summit was held virtually through Zoom on Thursday, July 14, 2022 at 10:00 AM – 2:00 PM. A recorded version of the Summit can be found on CASSA's YouTube channel: [CASSA Online](#).



## South Asian Vaccine Engagement Collaborative (SAVEC)

**Project Manager:** Mahdiba Chowdhury [Past: Wardah Malik]

**Project Associate:** Tanvi Rathi

**Intern:** Jenane Jeyaseelan

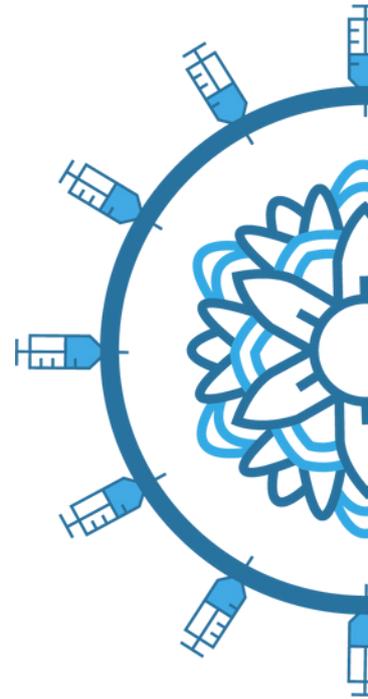
### Collaborative Members:

- Tamil Canadian Centre for Civic Action (TCCCA)
- Settlement Assistance and Family Support Services (SAFSS)
- Canadian Pakistani Association of Scarborough (CPAS)
- South Asian Womens' Rights Organization (SAWRO)
- Bangladeshi-Canadian Community Services (BCS)
- Alliance for South Asian AIDS Prevention (ASAAP)
- South Asian COVID Task Force (SACTF)
- South Asian Legal Clinic of Ontario (SALCO)
- Punjabi Community Health Services (PCHS)
- Bangladesh Centre and Community Services (BCCS)
- South Asian Health Network (SAHN)

SAVEC is a community-driven initiative made up of 12 organizations and funded by the City of Toronto that works to develop agile, population-specific, and culturally responsive strategies to increase COVID-19 testing, vaccine confidence, and access among South Asian communities in Toronto. Our 40+ Ambassadors from SAVEC form the backbone of each initiative as they respond to community needs in real time.

Ongoing efforts by the Collaborative are divided into two main categories: in-person and online campaigns. In-person campaigns include organizing mobile and pop-up clinics, distributing flyers and PPE, conducting door-to-door outreaches, and hosting information booths where South Asians gather. Online campaigns include organizing town halls, webinars, workshops, and podcasts with medical experts, public health officials, faith leaders, and community leaders. SAVEC also trains all Vaccine Engagement Teams in Toronto through culturally and linguistically responsive infographics, animations, poems, and illustrations that address misinformation and explore barriers faced by South Asians. All content can be found on CASSA's website: <http://cassa.on.ca/vaccine/>

As the end of the year rolls out, there will be a strong focus on peer-to-peer learning and training for our Ambassadors. Our Ambassadors have worked tirelessly and have become a key component of leading success and impact of the City's COVID-19 vaccine campaign. In response, SAVEC has created 'Thank You Thursdays', a workshop series focused on the well-being of Ambassadors and celebrating their achievements/works. A variety of topics will be discussed, including mental health, pandemic fatigue, managing work expectations, and de-escalation.



## Gender-Based Violence Research

**Project Manager:** Dinoba Kirupa

**BC Outreach Coordinator:** Akhila Appadurai

### Partners:

- Progressive Intercultural Community Services (PICS)
- Punjabi Community Health Services (PCHS), Calgary
- South Asian Legal Clinic of Ontario (SALCO)
- South Asian Womens' Rights Organization (SAWRO)

CASSA has undertaken a research study on gender-based violence (GBV) in the Canadian South Asian community. The study is funded by the Canadian Women's Foundation to understand GBV in the Canadian South Asian community, especially during pandemic. The pandemic and lockdowns have exacerbated the presence of GBV in homes around the country with service delivery agencies seeing a sharp rise in cases. 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, the study covers three major regions with a South Asian populace in Canada.

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 has been studied through the lens of the pandemic.

Research and data collection have taken place through the forms of surveys, focus groups, and interviews. 150 participants have spoken with us about their experiences of GBV throughout the pandemic, completed anonymous surveys, and taken part in focus groups via Zoom or in-person. We have interviewed Executive Directors of many South Asian serving service providers to understand their experience and transitions required during the pandemic. Our findings will involve a combination of service providers' and survivors' experiences to understand how GBV has changed during the pandemic, what supports have been required by survivors, best practices in successfully supporting clients, and feedback on improving services. Based on our data collection and feedback, we are creating an informative toolkit. During our dissemination phase in 2023, CASSA and its partners will be conducting training and workshops with service providers across the country, and launching a national public awareness campaign.



## The Coalition for Racial Equity in Education

**Project Coordinator:** Samaha Kureshi [Past: Eman Zahid, Naima Raza, & Mahdiba Chowdhury]

### Coalition Members:

- Urban Alliance on Race Relations (UARR)
- Chinese Canadian National Council Toronto Chapter (CCNCTO)
- Tamil Canadian Centre for Civic Action (TCCCA)
- Ontario Alliance of Black School Educators (ONABSE)

CASSA and UARR have once again come together on The Coalition for Racial Equity in Education project, which has been extended for another three years. The project helps Muslim high school students and parents/guardians develop advocacy skills in order to make the education system more equitable for them. In 2022, CASSA worked with students and parents/guardians from the Toronto region by arranging advocacy training/workshops to assist them in making their district implement policies and procedures that will ensure that anti-Islamophobia policies are in place for their children and students. In April of this year, CASSA and its volunteers presented the motion to TDSB, the motion did not go through, but we are confident that with the new Trustees elected to the board, we will be able to achieve our goals.

Our goal is to combat racism and Islamophobia in Ontario's education system through volunteer training, identifying and pursuing campaigns, and hosting community forums. Our goal is to influence regional school boards and the provincial government to implement specific policy changes. With that in mind, CASSA moved its focus towards working with students and parents/guardians from the York region district school board and/or Durham region school board to help implement anti-islamophobia policies in school so the students and staff feel safer. CASSA is currently in the steps of recruiting students and parent/guardians volunteers from both regions and planning out workshops that the volunteers can start in December 2022. These workshops will continue into 2023. In these workshops, volunteers will learn about the structure of school boards, advocating for education, planning action, and understanding colonialism in Canada. We hope that YRDSB and DDSB will accept this motion and help influence other school boards to take on this action.



# 2021 AUDITED FINANCIAL STATEMENTS

**COUNCIL OF AGENCIES SERVING SOUTH ASIANS**  
**FINANCIAL STATEMENTS**  
**DECEMBER 31, 2021**

---

**INDEPENDENT AUDITORS' REPORT**

To the Members of  
Council of Agencies Serving South Asians

**Report on the Audit of the Financial Statements*****Unqualified Opinion***

We 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, 2021, the statement of operations, the statement of 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 our 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, 2021, 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***

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

***Other Matter***

The financial statements of the Organization for the year ended December 31, 2020 were audited by the Organization's former auditor. A qualified audit opinion was issued and dated on April 9, 2021.

***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 a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

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

## INDEPENDENT AUDITORS' REPORT (Continued)

### ***Auditors' Responsibilities for the Audit of the Financial Statements***

Our 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 our 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, we exercise professional judgement and maintain professional skepticism throughout the audit. We 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 our 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 we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our 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.

We communicate 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 we identify during our audit.

*Rashidi LLP*

Richmond Hill, Ontario  
May 4, 2022

Chartered Professional Accountants  
Licensed Public Accountants

**COUNCIL OF AGENCIES SERVING SOUTH ASIANS**

**STATEMENT OF FINANCIAL POSITION**

**AS AT DECEMBER 31, 2021**

**ASSETS**

	<u>2021</u>	<u>2020</u>
<b>Current</b>		
Cash	\$ 211,061	\$ 203,741
Investments (note 4)	50,300	48,673
Accounts receivable	5,745	8,114
Grants receivable	19,628	31,824
Prepaid expenses	<u>3,632</u>	<u>3,865</u>
	<u>290,366</u>	<u>296,217</u>
 <b>Capital assets (note 3)</b>	 <u>2,522</u>	 <u>3,509</u>
	<b><u>\$ 292,888</u></b>	<b><u>\$ 299,726</u></b>

**LIABILITIES AND NET ASSETS**

<b>Current</b>		
Accounts payable and accrued liabilities	\$ 8,482	\$ 5,870
Deferred contributions (note 5)	127,594	140,842
Deferred revenue	400	-
Term loan (note 8)	<u>40,000</u>	<u>40,000</u>
	<u>176,476</u>	<u>186,712</u>
 <b>Net assets</b>	 <u>116,412</u>	 <u>113,014</u>
	<b><u>\$ 292,888</u></b>	<b><u>\$ 299,726</u></b>

**Approved on behalf of the Board:**

\_\_\_\_\_  
Director

  
\_\_\_\_\_  
Leanne Saldanha  
Director

*(The accompanying notes are an integral part of these financial statements)*

**COUNCIL OF AGENCIES SERVING SOUTH ASIANS**  
**STATEMENT OF CHANGES IN NET ASSETS**  
**FOR THE YEAR ENDED DECEMBER 31, 2021**

	<u>2021</u>	<u>2020</u>
Balance, beginning of year	\$ 113,014	\$ 110,490
Excess of revenue over expenses	3,398	2,524
Balance, end of year	<u>\$ 116,412</u>	<u>\$ 113,014</u>

*(The accompanying notes are an integral part of these financial statements)*

**COUNCIL OF AGENCIES SERVING SOUTH ASIANS**

**STATEMENT OF OPERATIONS**

**FOR THE YEAR ENDED DECEMBER 31, 2021**

	<u>2021</u>	<u>2020</u>
<b>Revenue</b>		
Grants (note 6)	\$ 759,466	\$ 362,695
Sponsorships, fundraising and workshops	9,827	26,770
Membership fees	2,005	1,360
Interest income	300	625
Government assistance	-	4,374
	<u>771,598</u>	<u>395,824</u>
<b>Expenses</b>		
Salaries and benefits	378,476	244,031
Program - project expenses	220,498	63,400
Program - purchased services	99,418	24,225
Office and general	42,982	31,382
Rent and utilities	18,859	21,595
Professional services	3,565	3,219
Insurance	2,879	2,915
Amortization	987	1,154
Travel and transportation	536	1,379
	<u>768,200</u>	<u>393,300</u>
<b>Excess of revenue over expenses</b>	<u><b>\$ 3,398</b></u>	<u><b>\$ 2,524</b></u>

*(The accompanying notes are an integral part of these financial statements)*

**COUNCIL OF AGENCIES SERVING SOUTH ASIANS**

**STATEMENT OF CASH FLOWS**

**FOR THE YEAR ENDED DECEMBER 31, 2021**

	<u>2021</u>	<u>2020</u>
<b>Cash provided by (used in)</b>		
<b>Operating activities</b>		
Excess of revenue over expenses	\$ 3,398	\$ 2,524
Amortization	987	1,154
	<u>4,385</u>	<u>3,678</u>
<b>Changes in non-cash working capital items</b>		
Accounts receivable	2,369	( 2,314 )
Grants receivable	12,196	( 21,020 )
Prepaid expenses	233	2,731
Accounts payable and accrued liabilities	2,612	( 246 )
Deferred contributions (note 5)	( 13,248 )	79,557
Deferred revenue	400	-
	<u>4,562</u>	<u>58,708</u>
<b>Investment activities</b>		
Purchase of capital assets	-	( 1,083 )
<b>Financing activities</b>		
Receipt of term loan funds	-	40,000
<b>Increase in cash during the year</b>	8,947	101,303
<b>Cash and cash equivalents, beginning of the year</b>	<u>252,414</u>	<u>151,111</u>
<b>Cash and cash equivalents, end of the year</b>	<u><b>\$ 261,361</b></u>	<u><b>\$ 252,414</b></u>
<b>Cash and cash equivalents represented by:</b>		
Cash	\$ 211,061	\$ 203,741
Investments	50,300	48,673
	<u><b>\$ 261,361</b></u>	<u><b>\$ 252,414</b></u>

*(The accompanying notes are an integral part of these financial statements)*

## COUNCIL OF AGENCIES SERVING SOUTH ASIANS

### NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2021

#### INCORPORATION AND 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 in accordance with Canadian accounting standards for not-for-profit organizations set out in Part III of the CPA Canada Handbook - Accounting. Outlined below are those policies considered particularly significant:

##### a) Revenue recognition

The Organization follows the deferral method of accounting for grants. Grants are recognized as revenue in the same period as the related expenditures. Grants received prior to the year to which they apply are deferred.

Donations and fundraising are recorded as revenue when received.

Other revenues such as programming, workshops, interest income and rentals are recognized as revenue in the period in which they are earned.

##### b) Expense recognition

Expenses are recognized on the accrual basis.

##### c) 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, investments, accounts receivable, accounts payable and accrued liabilities.

**COUNCIL OF AGENCIES SERVING SOUTH ASIANS**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED DECEMBER 31, 2021**

**1. SIGNIFICANT ACCOUNTING POLICIES: (Continued)**

**d) 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 liabilities at the date of the financial statements and the reported amounts of revenue and expenditures during the reported period. Significant items subject to such estimates and assumptions include the useful lives of capital assets, and year-end accrued liabilities. Actual results could differ from management's best estimates as additional information becomes available in the future.

**e) Contributed services**

Because of the difficulty of determining the fair value of services provided by volunteers, contributed services are not recognized in these financial statements.

**f) Income taxes**

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

**g) Capital assets**

Capital assets are recorded at cost. Amortization is taken annually at rates calculated to write-off the assets over their estimated useful lives 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.

**2. CAPITAL MANAGEMENT AND ECONOMIC DEPENDENCE:**

The Organization includes cash, prepaid expenses, accounts payable and accrued liabilities, and net assets in its capital management consideration. The Organization's objectives when managing capital are to safeguard its ability to continue as a going concern and continue to execute its mandate within the restrictions that the organization is not in receipt of core funding.

**COUNCIL OF AGENCIES SERVING SOUTH ASIANS**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED DECEMBER 31, 2021**

**2. CAPITAL MANAGEMENT AND ECONOMIC DEPENDENCE: (Continued)**

The Organization monitors these items to assess its ability to fulfil its ongoing financial obligations. The Organization relies primarily on grants, fundraising and self-generated revenues 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 grants and self-generated revenues for continued operations.

**3. CAPITAL ASSETS:**

Capital assets consist of the following:

	2021			2020
	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Net Book Value</u>	<u>Net Book Value</u>
Office equipment	\$ 15,307	\$ 14,782	\$ 525	\$ 657
Computers	13,800	11,803	1,997	2,852
	<u>\$ 29,107</u>	<u>\$ 26,585</u>	<u>\$ 2,522</u>	<u>\$ 3,509</u>

**4. INVESTMENTS:**

Investments consist of guaranteed investment certificates (GIC's) with an annual interest rate of 0.60% (2020 - 0.25%). As of December 31, 2021 the book value and market value of the funds was \$50,300 (2020 - \$48,673).

**5. DEFERRED GRANTS:**

Deferred grants are summarized as follows:

	2021	2020
Canadian Women's Foundation	\$ 40,677	\$ -
City of Toronto - Vaccine Engagement	35,214	-
Canadian Heritage	24,916	47,815
The Province of Ontario	22,893	-
Urban Alliance of Race Relations	3,894	7,355
Canadian Red Cross	-	29,236
UW Employment Equity	-	7,390
UW Emergency Community Support Fund (Helpline)	-	17,024
HRSDC - New horizons food baskets for seniors	-	24,239
Toronto Arts Council	-	7,783
	<u>\$ 127,594</u>	<u>\$ 140,842</u>

**COUNCIL OF AGENCIES SERVING SOUTH ASIANS**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED DECEMBER 31, 2021**

**5. DEFERRED GRANTS: (Continued)**

Continuity of deferred grants for the year is as follows:

Deferred grants, beginning of year	\$ 140,842	\$ 61,285
Add – received/receivable during the year	746,218	442,252
Less - grant revenue recognized in the year	<u>( 759,466 )</u>	<u>( 362,695 )</u>
<b>Deferred grants, end of year</b>	<b><u>\$ 127,594</u></b>	<b><u>\$ 140,842</u></b>

**6. GRANT REVENUE RECOGNIZED IN THE YEAR:**

	<u>2021</u>	<u>2020</u>
City of Toronto	\$ 223,521	\$ 100,586
Canadian Heritage	111,564	8,285
Canadian Women's Foundation	106,221	-
Indus Community Services	85,785	-
UW Employment Equity	47,340	76,437
HSRDC - Canada Summer Jobs	35,349	20,687
Canadian Red Cross	33,045	5,045
The Province of Ontario	32,107	-
Urban Alliance of Race Relations	27,560	4,695
HSRDC - New Horizons for Seniors	24,239	25,649
UW Emergency Community Support Fund (Helpline)	17,024	32,976
Public Health Agency of Canada	10,000	-
Law Foundation	5,211	57,389
Scarborough Arts	500	-
UW Covid-19 Relief Fund (Includes Local Love Fund and Seniors Response Fund)	-	30,946
	<u>\$ 759,466</u>	<u>\$ 362,695</u>

**7. FINANCIAL INSTRUMENTS:**

The Organization's financial investments are comprised of guaranteed investment certificates (GIC's). The main purpose of these investments is to provide financing for the organization's activities. The Organization has various other financial assets and liabilities such as accounts receivable and accounts payable, which arise directly from operations. The main risks arising from the Organization's financial instruments are interest risk, credit risk and liquidity risk.

**COUNCIL OF AGENCIES SERVING SOUTH ASIANS****NOTES TO THE FINANCIAL STATEMENTS****FOR THE YEAR ENDED DECEMBER 31, 2021****7. FINANCIAL INSTRUMENTS: (Continued)****a) Interest Rate Risk**

Interest rate risk is the risk of potential financial loss caused by fluctuations in their fair value of future cash flow of financial instruments due to changes in market interest rates. 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 places its operating and reserve cash and investments with high quality institutions and believes its exposure is not significant.

**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, 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 2021.

**8. TERM LOAN:**

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 December 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%.

**COUNCIL OF AGENCIES SERVING SOUTH ASIANS**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED DECEMBER 31, 2021**

**8. TERM LOAN: (Continued)**

As at December 31, 2021, the forgivable portion of the loan has not been exercised as the Organization has made the decision to repay the loan balance in full by December 31, 2022.

**9. RECLASSIFICATION OF COMPARATIVE FIGURES:**

- a) The 2020 comparative financial statements were prepared by the Organization's former auditor.
- b) Certain of the 2020 comparative figures have been reclassified to conform with the current year's presentation.

# CASSA BOARD OF DIRECTORS

## SLATE 2022-2023

### Returning Directors:

#### **Bharat Saini – Chair**

Bharat Saini is the inaugural Director of Equity, Diversity & Inclusion (EDI) with the Faculty of Arts & Science at the University of Toronto. Bharat is responsible for developing and implementing strategic initiatives aimed at advancing EDI within the learning and working environments across the Faculty of Arts & Science. He provides strategic guidance and advice to the Dean's Executive team on matters of policy interpretation and practice concerning a range of areas, including accessibility, diversity, equity, inclusion, freedom of speech and freedom of expression.

Bharat has been working in the post-secondary sector for more than a decade. Prior to joining UofT, he served as the Manager, Human Rights, Equity & Inclusion with the Centre for Human Rights, Equity & Inclusion at Humber College. In this role, he managed the Human Rights Program and provided strategic guidance on Human Rights and EDI related matters. He led the College's Employment Equity Program and Co-Chaired the Equity & Inclusion Committee as well as the EDI Taskforce Access & Equity: Employees working group. Bharat continues in the role of Instructor with Humber's Faculty of Business. He has also held roles with Osgoode Professional Development at Osgoode Hall Law School, OCAD University and York University.

Bharat strongly believes in the importance of community work and engagement. Since 2008, he has had the privilege to serve on the Board of the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education. In addition, since 2020, he has been serving as a Director on CASSA's Board, chair's the Human Resources Committee, and during Summer 2022 became the Chair of the Board. Bharat completed his Bachelors of Science Honours, Bachelors of Education and Masters of Education from York University. During his M.Ed., his key areas of focus included human rights, equity and inclusion, competing rights, disability and academic accommodations, policy development, inclusive pedagogy and universal instructional design. He is also an Ontario Certified Teacher. In addition, he has extensive training in Alternative Dispute Resolution as well as workplace investigations focused on human rights and workplace harassment. Bharat is committed to transformational systemic change to advance anti-racism, equity and inclusion and foster belonging for all.

### **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.

### **Jessica Singh – Director**

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.

Jessica is a social worker and also holds a specialized degree in evidence-based research from the University of Oxford. She has 12+ 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 – Director**

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.

## **Proposed Slate of Directors:**

### **Ayesha Chughtai – Director**

Ayesha Chughtai is a Pakistani-Canadian immigrant living and working in Ottawa. After earning her bachelor's degree from the University of Calgary in Political Science she moved to Ottawa in 2017 to pursue a career with the federal government. She served as a Regional Advisor, and later a Senior Policy Advisor for the Minister of Families, Children, and Social Development working on national housing policy, childcare, and service delivery in Canada. She then moved to the Minister of Women and Gender Equality and Rural Economic Development serving as Director of Operations. In addition to managing a team of Regional Advisors, she worked on broadband policy and the development of new funding programs. Her last role in government was serving as a Regional Advisor to the Prime Minister focusing on the Prairies and North. In this role, she built relationships with provinces and territories, provided strategic advice, and managed the logistics of travel to the region. In July 2022, she left the federal government taking on a new role at Deloitte Canada as a Manager with the Future of Canada Centre (FCC). The FCC is Deloitte's premier thought leadership and public policy hub.

A proud Calgarian who lived her early years in Pickering, Ontario, Ayesha is passionate about the diversity of the South Asian community across the country.

### **Jessica Devi Chandrashekar – Director**

Jessica Devi Chandrashekar works as a Staff Lawyer with the Refugee Law Office where she advocates for immigration detainees. She completed a B.Sc Honours degree at the University of Toronto, with minors in Women and Gender Studies, as well as South Asian Studies. There she went on to do her Masters in Women and Gender Studies, before pursuing a PhD at York University in Gender, Feminist and Women's Studies. Her doctoral work examines transitional justice and peacebuilding mechanisms in Sri Lanka, with a particular focus on how these processes are perceived and experienced by Tamil women from the Vanni region. Jessica also completed a Juris Doctor at Osgoode Hall Law School where she focused on immigration, refugee, and administrative law.

Previously, Jessica sat on the Board of Directors for Parkdale Community Legal Services. She holds professional memberships with several migrant advocacy organizations including the Canadian Council for Refugees, the Canadian Association of Refugee Lawyers, and the Refugee Lawyers Association. Jessica has presented her work at several conferences and workshops, enjoys mentoring and teaching, and is passionate about serving and supporting community organizations.

### **Samir Parmar – Director**

Samir Parmar holds a Juris Doctorate in Law from the University of Windsor Faculty of Law and holds a license to practice law in the Province of Ontario. His journey began at the University of Toronto where he completed an Honours Bachelors of Arts in English

and Health Policy. During his time at the University of Toronto, he was offered co-op opportunities and worked alongside health professionals to advocate and conduct research on a variety of health and social issues in and around the GTA, including a placement at the Council of Agencies Serving South Asians. Through these experiences, he grew to appreciate the need to better understand the legal impact of health policies and how the intersectionality of factors such as race, socio-economic status and ethnicity created barriers to those accessing healthcare.

After graduating law school, Samir had the opportunity to work with a major hospital and was able to utilize his diverse background to assist researchers, physicians and key stakeholders in the negotiation, drafting and review of corporate and research contracts. Samir currently works as a Contract Reviewer at a healthcare system in the Discovery District in downtown Toronto. Outside of his professional career, Samir enjoys spending quality time with his family, friends and is an avid fan of Toronto sports teams.

### **Dr. Shafi Bhuiyan – Director**

Dr. Shafi Bhuiyan is an award-winning faculty member and an internationally recognized—academic/professional leader in global health training, research and education initiatives, with diverse experience in both developed and developing countries. In 2010, Dr. Bhuiyan emigrated to Canada where he began a new career focused on how equity informed approaches can improve both health services and health care training. Over the next several years Dr. Bhuiyan moved through successively more senior positions so that today he is a faculty member at the Dalla Lana School of Public Health at UofT. Throughout his career focus has been on improving the way we deploy and refine global healthcare resources – whether guidelines or training programs – to improve health system performance and the equity of health system performance in local and global contexts. Dr. Bhuiyan a co-creator of innovative post graduate programs at UofT and Toronto Metropolitan Universities for immigrant healthcare professionals to integrate into the Canadian healthcare system.

Dr. Bhuiyan outgoing chair of the Canadian Coalition for Global Health & currently Board of Directors, Canadian Association for Global Health and also Chair, Board of Directors, Birchmount Bluffs Neighborhood Centre Scarborough South West, Toronto ON. He is serving Lions Clubs International District A711 ON as a Past Region Chair & Diabetes Chair, Past Youth Exchange & Campus Chair and Charter President of Toronto Global Doctors Lions Club. He is also Co-chair of the internationally trained physicians access coalition . Dr. Bhuiyan is an RBC Top 25 Canadian Immigrants award finalist, Immigrant's Master of Success Award winner, Hellen Keller Fellow & Melvin Jones Fellow for humanitarian services, Lions International President's Distinguished Leadership Award 2020 winner and a recipient of civic engagement & leadership award 2018, Council of Agencies Serving South Asians in Canada.

# 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 2021-2026

## EXECUTIVE SUMMARY

CASSA's 2021-2026 Strategic Plan will allow for a renewed sense of purpose, provide clear and measurable goals, as well as a distinct future-focused strategy and implementation plan to facilitate sustainable organizational growth and development.

Pillars	Membership Engagement	Growth + Impact	Functional Priorities	Organizational Sustainability
Decision	Cultivate a thriving membership base	<ol style="list-style-type: none"> <li>1. Achieve charitable status</li> <li>2. Expand geographic impact</li> </ol>	Strengthening policy advocacy and research capacity	<ol style="list-style-type: none"> <li>1. Diversifying revenue sources and strengthening financial position</li> <li>2. Enhancing talent and development</li> </ol>
Description	<ul style="list-style-type: none"> <li>• Cultivate trust and meaningful relationships.</li> <li>• Expand opportunities for member engagement and capacity building.</li> </ul>	<ul style="list-style-type: none"> <li>• Research and initiate the process for charity status.</li> <li>• Develop and implement a phased approach for regional and national growth.</li> </ul>	Strengthen collaborative partnerships with equity-focused agencies and allies.	<p>Assess opportunities for:</p> <ul style="list-style-type: none"> <li>• Stable, year-over-year funding and</li> <li>• Increase staff complements and professional development</li> </ul>
Activities	<ol style="list-style-type: none"> <li>1. Membership-informed capacity building opportunities (training, education and professional development)</li> <li>2. Stewardship with membership</li> <li>3. Reciprocal relationship with membership on areas of advocacy.</li> </ol>	<ol style="list-style-type: none"> <li>1. Explore legal framework, opportunities and risks for charity status.</li> <li>2. Develop the infrastructure to become a charity.</li> <li>3. Cultivate regional and national partners and membership in other jurisdictions within Canada.</li> </ol>	<ol style="list-style-type: none"> <li>1. Policy Advocacy:               <ol style="list-style-type: none"> <li>a. Participate in relevant advocacy tables.</li> <li>b. Foster and expand policy partnerships.</li> </ol> </li> <li>2. Research capacity:               <ol style="list-style-type: none"> <li>a. Expand research portfolio and strengthen community-based research</li> <li>b. Enhance research infrastructure</li> </ol> </li> <li>3. Design monitoring and evaluation framework for all projects and campaigns</li> </ol>	<ol style="list-style-type: none"> <li>1. Recruitment of board members with experience in fundraising, finance, legal and human resources</li> <li>2. Create an organizational financial sustainability plan</li> <li>3. Build capacity to hire and retain permanent staff</li> </ol>

# STRATEGIC PRIORITIES 2021-2026



## Support Immigration and settlement

Over the next five years, CASSA will commit to the following:

- facilitate processes that aim to build more inclusive and accessible communities in regions where immigrants settle across Canada
- develop tools and resources to support resettlement through community-based research
- advocate on behalf of newcomers collectively to eliminate barriers to decent work
- document and bring awareness to histories of South Asians in Canada
- advocate for elimination of systemic barriers to civic participation of immigrants, and create civic engagement capacity building tools for newcomers and immigrants
- engage newcomers and other South Asian communities in education about the true history of Canada as a settler colonial state and actions towards truth and reconciliation



## Economic Empowerment

Over the next five years, CASSA will commit to the following:

- create awareness about the racialization of poverty and work with networks and coalitions to advocate for systemic changes to alleviate South Asians out of poverty
- advocate for accessible and affordable childcare for low and middle-income South Asians in Canada
- advocate for the right to adequate and safe housing for South Asians and to improve outcomes for those who are unhoused
- support campaigns and movements for workers' rights



## Enhance Health Equity

Over the next five years, CASSA will commit to the following:

- build coalitions with South Asian and other racialized communities focused on health equity to advocate for policies that improve health outcomes
- advocate for the development and implementation of a South Asian Health Strategy for Ontario including culturally and linguistically accessible health services
- support the development of mental health tools, services and resources that are inclusive and tailored to South Asian communities
- advocate for, support, secure, and disseminate health equity focused research initiatives and race-based disaggregated data collection including data on the impact of COVID-19 on South Asian communities
- advocate for rights of South Asian seniors' health and culturally adapted long-term care
- advocate for the rights of South Asians with different abilities and disabilities



## Advance Anti-Racism and Anti-Oppression

Over the next five years, CASSA will commit to the following:

- develop and deliver ongoing Anti-racism and Anti-oppression training for CASSA member agencies, partners, groups, government institutions, and private corporations
- create youth leadership training and opportunities grounded in anti-racist and anti-oppressive frameworks
- work with researchers and academics to ensure academic research and community-based research uses anti-oppressive and equity lens and use decolonial practices of consultation and data collection
- advocate for anti-racism, decolonial, and anti-oppressive policies and education at school boards across Canada
- create learning opportunities for South Asian communities on anti-Indigenous, anti-Black, anti-South Asian and anti-Asian racism



## Gender Equity and Empowerment

Over the next five years, CASSA will commit to the following:

- develop and implement race-based data collection based on leading practices in the fields of gender-based violence and intimate partner violence to support evidence-based service delivery
- build awareness about what gender-based violence and intimate partner violence looks in the South Asian communities and advocate for policy and program changes
- partner with organizations and groups to advocate for the rights of gender diverse individuals and communities
- build capacity of South Asian and other racialized women through training, networking, and resource development



## Combat Online Hate, Hate Crimes, and Hate Speech

Over the next five years, CASSA will commit to the following:

- build and sustain collaborations with racialized communities and faith groups to combat hate in all forms
- advocate for legislation to combat the rise of online hate
- work with institutions collecting data to make processes of hate crime reporting accessible and trauma-informed
- build capacity of agencies and groups to combat online hate, hate crimes, and hate speech
- create opportunities for and support interfaith and interracial dialogue

# CASSA STAFF 2021-2022

## 2021 Staff

Executive Director – Samya Hasan

Administrative Assistant & Membership Coordinator – Abiagom Dibia

Finance Manager – Farhat Hasan

Project Manager – Yomna Omar

Project Manager, Seniors and COVID-19 Relief – Nikhita Dogra

Project Manager, Anti-Hate Initiatives – Maryam Faisal

Project Manager, Vaccine Engagement – Wardah Malik

Project Manager, Gender-Based-Violence – Dinoba Kirupa

Project Coordinator, Anti-Hate & Equity in Education – Naima Raza

Project Coordinator, Hate Crime Reporting – Lakhdeep Singh Dhaliwal

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

## 2022 Staff

Executive Director – Samya Hasan

Director of Development – Ridah Asghar

Administrative Assistant & Membership Coordinator – Qurat Al Ain

Finance Manager – Farhat Hasan

Project Manager – Yomna Omar

Project Manager, Toxic Masculinity & Anti-Hate Initiatives – Maryam Faisal

Project Manager, Toxic Masculinity & Vaccine Engagement – Wardah Malik

Project Manager, Gender-Based-Violence – Dinoba Kirupa

Project Coordinator, Anti-Hate & Equity in Education – Naima Raza

Project Coordinators, Hate Crime Reporting – Lakhdeep Singh Dhaliwal & Maiura Muralitharan

Project Coordinators, Equity in Education – Eman Zahid, Mahdiba Chowdhury & Samaha Kureshi

Communications Coordinators – Sakshi Mehta, Sugghanda Suri, Nichte Arellano, Valerie Lin, & Samaha Kureshi

Project Manager, Vaccine Engagement & Health Equity – Mahdiba Chowdhury

Outreach Coordinator, GBV Research, British Columbia – Akhila Appadurai

Project Associate, Vaccine Engagement – Nimra Aftab

Project Associate, Health Equity & Vaccine Engagement – Tanvi Kathi

Project Associate, GBV Research & Hate Crime Reporting – Noor Imran

Human Resources Generalist – Gurbinder Jaspal

IT Specialist – Faizan Zubair

Co-op Students/Interns – Jenane Jeyaseelan, Maham Malek, Fahima Jogiat, Sundas Ramzan, Alissa Latif, Maham Saleem, Suchismita Chakraborty

# CASSA VOLUNTEERS 2021- 2022

Abdullah Hadi	Musaddiq Ahmed
Aliya Shaikh	Musfirah Irfan
Aneet Gill	Nabeeha Shamim
Asil Abdul Azeez	Nada Alomrani
Daniyah Yaqoob	Nuhad Kibria
Hassan Dib	Rahimah Mallick
Hilla Jamal	Riyakq Salah
Huda Al-Syeda	Sarah Karimy
Khaleel Mohammed Azo	Sidra Anjum
Laaibah Nadeem	Wardah Nadeem
Maria Pishyar	Yosra Khairy
(1) Mariam Syed	Zaynab Sayeda
(2) Mariam Syed	Zuha Zainab Lodhi
Marium Imran	

# CASSA MEMBER AGENCIES 2021-2022

1. [Alliance for South Asian AIDS Prevention \(ASAAP\)](#)
2. [Armada Older Adults Club \(AOAC\)](#)
3. [Abhinayakshetra Fine Arts Canada](#)
4. [Afghan Women's Organization \(AWO\)](#)
5. [Bangladeshi-Canadian Community Services \(BCS\)](#)
6. [Bangladesh Centre and Community Services \(BCCS\)](#)
7. [Birchmount Bluffs Neighbourhood Centre \(BBNC\)](#)
8. [Brampton Tamil Association](#)
9. [Brampton Tamil Seniors Association](#)
10. [Breast Cancer Society of Canada \(BCSC\)](#)
11. [Canadian Centre for Victims of Torture \(CCVT\)](#)
12. [Canadian Council for Muslim Women \(CCMW\)](#)
13. [Canadian Pakistani Support Group Association \(CPSG\)](#)
14. [Canada Sabarimalai Ayyappa Alayam](#)
15. [Canadian Tamil Congress](#)
16. [Canadian Tamils' Chamber of Commerce \(CTCC\)](#)
17. [Canadian Tamil Youth Development Centre \(CanTYD\)](#)
18. [CARE Centre for Internationally Educated Nurses](#)
19. [Carefirst Seniors and Community Services Association](#)
20. [CATIE](#)
21. [Cedarwood Tamil Community Association](#)
22. [Centennial College](#)
23. [Centre for Immigrant and Community Services \(CICS\)](#)
24. [Committee for Accessible AIDS Treatment \(CAAT\)](#)
25. [Community Legal Clinic Of York Region \(CLCYR\)](#)
26. [COSTI](#)
27. [Credit Canada Debt Solution](#)
28. [Crescent Village](#)
29. [Durham Tamil Association](#)
30. [Elizabeth Fry Toronto](#)
31. [Embrave Agency to End Violence \(formerly known as Interim Place\)](#)
32. [Epilepsy Toronto](#)
33. [Evergreen Hospice](#)
34. [Family Inter-Generation Link \(FIG\)](#)
35. [Family Service Toronto](#)
36. [Findhelp Information Services](#)

37. [Family Service Toronto](#)
38. [Family Services of York Region](#)
39. [Frontline Community Services](#)
40. [FSYR Family Services York Region](#)
41. [Galaxy Tax](#)
42. [GTA North West Community Health Services](#)
43. [Greensborough Tamil Seniors Wellness Club](#)
44. [Human Endeavour](#)
45. [Humber College, Human Rights, Equity & Inclusion](#)
46. [Indo-Canadian Women's Association \(ICWA\)](#)
47. [Job Skills](#)
48. [JRS College](#)
49. [Kidney Health Education and Research Group \(KHERG\)](#)
50. [Labour Education Centre](#)
51. [Legal Aid Ontario, \(Vanathy Wimalaswaran \(SALCO\)\)](#)
52. [Loxley International Foundation](#)
53. [MAAC - MISSISSAUGA MODEL FLYING CLUB](#)
54. [Mannar Friendship Association](#)
55. [Markham Arts Council](#)
56. [Markham Christian Worship Centre](#)
57. [Markham Cricket Academy](#)
58. [Markham South Asian Seniors Centre](#)
59. [Markham Tamil Organization](#)
60. [Markham Tamil Seniors Association](#)
61. [MCIS Language Solutions](#)
62. [Meadowvale Community Centre](#)
63. [Menaka Thakkar Dance Company of Canada \(MTDC\)](#)
64. [METRAC](#)
65. [Middlefield Seniors Wellness Club](#)
66. [PACE Community](#)
67. [People For Education](#)
68. [PAK Seniors Forum](#)
69. [Polycultural Immigrant & Community Services](#)
70. [Punjabi Community Health Services \(PCHS\)](#)
71. [Reh'ma Community Services](#)
72. [Riverdale Immigrant Women's Centre](#)
73. [SAAAC Autism Centre](#)
74. [Settlement Assistance & Family Support Services \(SAFSS\)](#)
75. [Sandgate Women's Shelter](#)
76. [Scadding Court Community Centre](#)
77. [Scarborough Arts](#)
78. [Scarborough Women's Centre](#)
79. [SEIU Healthcare](#)
80. [Senior Tamils Centre of Ontario](#)
81. [Sherbourne Health](#)
82. [Skills for Change](#)
83. [Social Planning Network of Ontario \(SPNO\)](#)
84. [Social Planning Toronto](#)

85. Social Services Network
86. South Asian Heart Health Group (SAHHG)
87. South Asian Legal Clinic of Ontario (SALCO)
88. South Asian Network Supporting Awareness & Research (SANSAR)
89. South Asian Visual Arts Centre (SAVAC)
90. South Asian Women's Centre (SAWC)
91. South Riverdale Community Health Centre (SRCHC)
92. Schizophrenia Society of Ontario
93. South Asian Centre of Windsor
94. Tamil Cultural Academic Society of Durham
95. TESOC - Multicultural Settlement & Community Services
96. Thamil Poonka School & Daycare Centre
97. The Indo-Canadian Cultural Association of Durham (ICCAD)
98. The Neighbourhood Organization (TNO)
99. Times Change Women's Employment Service
100. Toronto Centre of Learning & Development
101. Toronto Criminal Defence Lawyers
102. Toronto North Support Services (TNSS)
103. Toronto Parks and Trees Foundation
104. Toronto Reel Asian Film Festival
105. Tropicana Community Services Organization
106. United Food and Commercial Workers (UFCW Canada)
107. Unifor National
108. University of Toronto – Comparative Education Service
109. Vasantham - Tamil Wellness Centre
110. Villa Karuna Home For Seniors
111. We Can Win
112. WellFort Community Health Services
113. Women's Health in Women's Hands
114. Women for Women Support Services
115. Workers' Action Centre

# ACKNOWLEDGEMENT OF OUR FUNDERS FOR 2021

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

Canadian Red Cross  
Canadian Women's Foundation  
City of Toronto: Investing in Neighborhood Initiative  
City of Toronto: Community Services Partnership  
City of Toronto: Social Development and Finance Administration  
Indus Community Services  
Government of Canada: Human Resources and Skills Development Canada  
Government of Canada: Department of Canadian Heritage  
Government of Canada: Women and Gender Equality  
Government of Ontario: Ministry of the Solicitor General  
Law Foundation of Ontario  
Public Health Agency of Canada  
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 2021.

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

**Thank you for attending  
CASSA's 2022 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](http://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](mailto:cassa@cassa.on.ca)**