



CASSA Newsletter - February 2019

Message from Executive Director:

Dear members, friends and supporters,

Greetings from Vancouver Island! It has been an exciting and productive week here as we disseminate information to agencies in Vancouver, Surrey, Richmond, and Burnaby about our Intercultural Collaborative project! We hope to share the knowledge we learned and to learn from best practices here to inform the work we do as a social justice agency! A detailed report on my trip will be featured in the March edition of the newsletter!

I am excited to announce CASSA's new partnerships with University of Toronto, York University, and University Health Network. The partnership with York U and UofT is to help with outreach for their CEP research survey which is about immigration status and work experiences. The objectives of the research survey are to understand how different immigration statuses impact work opportunities and well-being and to show the long-term social and economic costs of entering Canada without permanent residence. The partnership with the University Health Network is with the Nephrology department for public education and awareness around living-kidney donations.

CASSA will also be launching its own employment equity survey soon. This research is funded by the United Way and we are hoping to gain support from our member agencies that work with South Asian communities to encourage their clients to fill this survey. More details about the survey will be provided soon.

There have been major progress in relation to Health Equity Summit. The Health Equity Committee which plans and executes CASSA's annual Health Equity Summit is dedicated to addressing the various health equity policies and strategies in Ontario and how it affects the population, particularly racialized communities. The Summit does this by having keynote speakers and break-out sessions for participants to engage in discursive conversations about how to improve health outcomes for South Asians in Ontario. There will be a particular focus on strengthening health equity strategy for South Asians, providing evidence based recommendations, and developing action items to approach the existing government with this strategy. The summit is tentatively scheduled for August 8th at Ryerson University.

Before I close, I would like to take this opportunity to request any agencies that have not yet

filled their membership forms and paid their fees, to please do so as soon as you are able. Our Acting Membership Coordinator, Madina Ajiz, has been working tirelessly to communicate with member agencies to get these items in. As an umbrella agency, we will only be able to better serve you through your support and we cannot do the work we do without it!

I look forward to striving to build a more equitable, inclusive, fair and resilient country for our communities!

Best,
Samya Hasan
Executive Director
samya@cassa.on.ca

Rohullah Naderi - Outreach Coordinator:

In January, my main focus went to the Investment in Youth Engagement (IYE) project. I met ED Samya Hasan, Senior Research Analyst, Mathura and folks from Toronto Public Health to help me understand the basic components of the project, its objectives and how to move forward. Mathura who was in charge of the project has transitioned out. She was kind enough to brief me about the project and elaborated on the challenges that I might face while working on the project. I am in the process of hiring volunteers to help me carry out the activities on the IYE's to-do list. I am excited about the project.

In late January and early February, on behalf of CASSA, I attended two very important events. The first one was a reception for the Day of Remembrance and Action on Islamophobia. The reception was organized by Ontario NDP Caucus. It took place at Ontario Legislature. The purpose of the reception was to commemorate the victims of the Mosque shooting that took place in Quebec two years ago. Its report will be published in the February newsletter. The second event happened on the first week of February which was One Love Gala organized by Chaplain Habib Alli and his Chaplaincy community. The overarching theme of the gala was Prison Rehab with particular focus on prison reforms. Ms. Tahera Ahmad, Chaplain & Director of Interfaith Engagement, Northwestern University was the keynote speaker. She spoke on "Why Diversity Chaplains Are Indispensable in Prisons?"

In late January, I also participated in a Webinar on the Key Finding from the 2017 Aboriginal Peoples Survey and the Aboriginal Peoples Survey - Nunavut Inuit Supplement. I participated in the Webinar because the theme is vital to me and close to my heart.

The last gala took place in February in Mississauga. It was called Valentine's Day Fundraising Gala. This was organized by a newly established organization called Women for Women Support Services. The aim of the event was to raise fund to help the organization take off. CASSA will soon establish a working collaboration with the organization and wishes it success.

In the coming months I am looking to focus more on the IYE project. The fact that the project is addressing health and to some extent environment makes it valuable to me. I hope to complete the project successfully.

Rohullah Naderi
Outreach Coordinator
rohullah@cassa.on.ca

Madina Ajiz - Acting Membership Coordinator:

During the second month of the year, I followed up on phone calls in regards to the membership emails that were sent out last month. Successful contact renewal was made with some membership agencies such as The Neighbourhood Organization (TNO) and Centre for Information and Community Services of Ontario (CICS).

In the weeks coming, I will be contacting the agencies that have returned my voicemails. As well as updating the membership list on the CASSA drive with the most current contact information from our membership agencies.

I look forwards to touching bases with you.

Madina Ajiz
Acting Membership Coordinator
madina@cassa.on.ca

Report on the Reception for the Day of Remembrance and Action on Islamophobia

By Rohullah Naderi - Outreach Coordinator

On the 29th of January a Day of Remembrance was organized by Ontario NDP Caucus to commemorate the victims of the Mosque shooting that happened in Quebec two years ago. The event took place at Ontario Legislature. The event had two parts: A documentary on the shooting and a reception afterwards.



1. The Documentary.

Before the main reception, there was a movie screening documenting the tragic incident of the Mosque shooting in Quebec. The name of the film was "Your Last Walk in The Mosque." The movie basically has talked to the witnesses and the survivors of the attack. CASSA had a chance to talk to the producer of the film who was present in the hall. His name is Tariq Syed. He has spent 11 days to shoot the film and close to \$ 25,000 to produce it.

In the film the witnesses and survivors of the attack were narrating their recollections of the incident and how the attack has changed their lives and perhaps forever.

The Reason Behind the Tragedy:

In this part of the film the survivors, people working in the Mosques and religious scholars talked about the reasons behind the attack. What led to the attack?

There was unanimity of view among them that the rise of "right wing" politics led to the tragedy. The resurgent of right wing politics resulted in the rise of Islamophobia, hate speech, baseless debates about Muslims being culturally different and falsely focusing on their lack of capacity to integrate into mainstream society. One of the religious scholars particularly mentioned the rise of Donald Trump in the US and Marine Le Pen in France and how their political campaigns heightened the tension among the communities. Another interviewee spoke of the signs that he was observing prior to the attack. For example, there was the incident of "Pork Head." In this incident, the officials at the Mosque had found a photo of a pork head with a message of "Enjoy Your Meal." If this sign and others were taken seriously by the police, the incident could have been prevented, the interviewee emphasized.

The Aftermath of the Incident:

None of the survivors had any grudge against the killer. They were not seeking any revenge. What they were surprised by was the amount of hate that the killer had towards the Muslims. How a person can become so hateful was unbelievable to them? The killer was a young man and had a life ahead of him. They felt sorry for him. Although, his act might have been out of ignorance, that can't be the excuse for the hateful act. After all, he ended the lives of six people, left 17 children orphans, and the lives of the survivors devastated. The next scene talked about the nature of the crime. The interviewees agreed unanimously that it was an act of "terror." Even though the killer was charged for first degree murder, the nature of the crime was terror. No doubt about that. Canadian officials condemn it as an act of terror but most of the speakers thought that the condemnation was not swift enough. Had the killer been a Muslim, the condemnation would have been quite faster with endless media coverage, they claimed.

On the other hand, the solidarity from the community was sober and heartening. There was an outpouring of solidarity from the community in the forms of visits, messages and posters. There was a joint prayer for the victims in a Church. The last scene of the film was quite touching. It shows the shoes of the victims in the Mosque's show shelf. Two years about the tragedy, they are still on the shelf.

2. Reception

The reception began with a prayer by a Muslim clergy. It was followed by a speech by a community leader named Mohammad Faisal. He was probably the first person from Toronto who had traveled to Quebec and had seen the aftermath of the shooting. He narrated his observation and description of the scene at the Mosque. Most of the people he had talked to after the incident had expressed their frustration that the police had not taken the signs before the incident seriously. There was an outcry. According to Faisal's account, the shooting had taken place when the worshipers were on Sajjda.

Andrea Horwath - Leader of the Opposition at Ontario Legislature - spoke next. She talked about the devastating power of hate and how it breeds more hate and ends precious lives. She termed the fight against Islamophobia as a continued fight that should be fought



with determination and clarity. She regretted the fact that Islamophobia was on the rise, and cited "dog whistle politics" the reason behind the rise. She also regretted lack of political willingness and strong condemnation as hindrance to address the issue. Mostly, politicians don't condemn hate crimes as strongly as they should, she claimed. She said that we, particularly, politicians should resist fear and Islamophobia and work together to make Ontario inclusive. She focused on promoting understanding, stand up to each other and pinpoint diversity as our strength to make progress in this battle.

The next speaker was Toronto Mayor, John Tory. In his address he said that we should not limit our battle against fear-mongering to events only. We should improve communication among the various faiths and in this regard make regular visits to community centers and places of worship to promote understanding. He believed that all faiths were based on love, cooperation and kindness. Promotion of understanding and improving communication would remove misunderstanding. He cited an example of a program currently underway in the

City which was promoting understanding among different communities. He said we needed to redouble our efforts to fight all forms of discrimination, speak clearly about the issue and condemn it swiftly. He emphasized a lot about community contribution and how focusing on it can help with integration and understanding. According to him remember, inform and educate were the ways to fight.

The message of Honorable Prime Minister was read by a community leader. Solidarity and unity was his main message.

The second last item on the agenda was a spoken word by a lady named Naema. The theme was her long struggle with wearing Hijab.

The last speaker was Rima Berns-McGown, MPP. She talked about the reasons that leads to fear and Islamophobia. According to her when political rhetoric does not match reality, it emboldens racists, fear-mongers and hatemongers. She focused on showing resilience, education and showing vigilance as the tools to fight hate and fear. She added that very soon she was going to introduce a Motion in the Legislature to mark 29th of January as an Action Day to fight Islamophobia.

PROJECT UPDATES

Mathura Karunanithy - Research on Employment for South Asian Immigrant Communities in Toronto

Two Focus Group Sessions are booked. We have partnered with Scarborough Women's Centre (SWC) for a Focus Group session on February 19th, to meet with newcomer women with invisible and visible disabilities who want to share their work experiences with us. On February 22nd, we have scheduled a Focus Group session at the Scarborough East Storefront.

The survey is nearing the end of the editing process. We are currently looking at honorarium options for participants. Additionally, we are looking at survey options that are best for the project.

We are connecting with Put Food on the Budget, attending meeting on February 25th. We are connecting with Good Jobs for All. Met with Better Way Alliance to work on how to get employers to support decent work campaign. Attended Immigration Future Forum - Designing a Welcoming Economy held by Cities of Migration and Global Diversity Exchange at Ryerson University on February 7th. Scheduled to meet with Newcanadians.tv. Scheduled to attend Meaningful Economic and Employment Opportunities (MEEO) Action Group, part of the Toronto East Quadrant Local Immigration Partnership (TEQ LIP) on February 19th. Presenting project at the Global Labour Research Centre (GLRC) Graduate Student Symposium on February 21st at York University.

Job advertisements:



February 6, 2019

JOB POSTING (Internal/External)

LGBTQ SETTLEMENT/TRAUMA COUNSELLOR

28 hrs a week to March 31, 2020 with possibility for renewal

The Canadian Centre for Victims of Torture is looking for an experienced person to fill the position of LGBTQ Settlement/Trauma Counselor to work with survivors of torture, victims of war, genocide and crimes against humanity. The LGBTQ Settlement /Trauma Counselor is part of a flexible team who deliver services to torture survivors and their families. This position involves traveling as well as evening and weekend work. Fluent in (written and spoken) English and French a requirement. Only emailed applications will be considered. Some of the duties include the following.

- Completes intake and assessment of potential clients to determine eligibility for CCVT services
- Provides counseling/crisis intervention support as required, makes referrals to appropriate service provider (e.g. legal, medical, housing, immigration, education, employment, etc.)
- Organizes and oversees the functioning of weekly client group programs
- Identifies and connects with potential partner organizations
- Provides client services at partner agencies and satellite locations, in addition to CCVT's main office
- Prepares and delivers public education presentations on CCVT activities
- Maintains documentation on client files; updates Service Registry regularly
- Prepares reports on volume and effectiveness of client services, as per CCVT's requirements
- Participates in the preparation of CCVT special events (5-6/year)

SKILLS AND QUALIFICATIONS:

- Graduate degree in Social work or Health or Bachelor degree in social work or equivalent and a minimum of 3 years' front-line experience in a community-based organization providing information, referrals and orientation sessions.

Main 194 Jarvis St, 2nd Fl, Toronto, ON, Canada M5B 2B7 T: 416.363.1066 F: 416.363.2122 E: mba@ccvt.org Toll Free: 1.877.292.2288
Scarborough 2401 Eglinton Ave. E. Unit 310, Scarborough, ON, Canada M1K 2N8 T: 416.750.3045 F: 416.750.4990 www.ccvt.org
The Hub 1527 Victoria Park Avenue 2nd Fl, Toronto, ON, Canada M1L 2T3 T: 416.750.9600 F: 647.847.2339
Accredited to the International Rehabilitation Council for Torture Victims
 Charity no: 133327908 RR0001



- Ensures the evaluation of programs, collection of statistical data and produces monthly reports for the funders, management and the Board of Directors,
- Develops and implements human resources and organizational development strategy,
- Directs and provides coordination of human resource related matters such as staff benefits and entitlements,
- Provides leadership, guidance and direction in conflict mediation and problem solving as it relates to human resource issues,
- Performs other administrative/management functions as needed

Qualifications:

- University Degree in Accounting and Human Resources and or Diploma and Five (5) years experience in a similar role in a unionized non-profit sector.
- Demonstrated experience supervising management staff, front-line workers, volunteers & student placements and working with unions,
- Sound understanding of Human Resources best practices, procedures and organizational behaviour.
- Excellent supervision and personnel management skills,
- Ability to analyze and monitor program budgets and actual expenditures,
- Strong leadership and interpersonal skills including team facilitation, conflict resolution and the ability to exercise tact, discretion and judgment at all times,
- Excellent speaking and writing skills in English are required. The ability to speak another language is an asset.
- Computer literacy in Windows environment software required and experience with database applications an asset,
- Understanding of and commitment to working with an anti-racist and anti-oppression framework

Compensation: \$65,000 -70,000 a Year + plus generous benefits package

Location: Toronto

Main 194 Jarvis St, 2nd Fl, Toronto, ON, Canada M5B 2B7 T: 416.363.1066 F: 416.363.2122 E: mba@ccvt.org Toll Free: 1.877.292.2288
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Accredited to the International Rehabilitation Council for Torture Victims
 Charity no: 133327908 RR0001



- Ability to deal effectively with crisis and conflict, and to maintain appropriate boundaries
- Thorough knowledge of community resources available to immigrants and refugees
- Strong supportive counselling skills, with an understanding of solution-focused modalities
- Strong group facilitation skills
- Strong interpersonal and communication skills, both written and verbal in both French and English. Spanish is an asset
- Knowledge of issues affecting low income, multi-lingual, and racialized newcomer communities
- Problem-solving, organizational and time management skills
- Ability to work independently and as part of an interdisciplinary team
- Proficient in MS Word, Excel, PowerPoint, Published and other applications

OPENING DATE: February 6, 2019 CLOSING DATE: February 26, 2019

This is a bargaining unit position. CCVT encourages applications from individuals reflecting the diversity of our community.

We thank all applicants for their interest; however only those selected will be contacted. Vulnerable Population Police Clearance Required. NO TELEPHONE CALLS

SALARY RANGE: \$26.00 per hour with generous benefits.



February 6, 2019 Job Posting – (Revised)

Manager Finance and Administration- Full-time non-bargaining position.

Application Deadline: Friday, March 8th, 2019 - 5:00pm

About The Canadian Centre for Victims of Torture:

The Canadian Centre for Victims of torture(CCVT) aids survivors of torture, war, genocide and crimes against humanity to overcome the lasting effects of torture and war. CCVT gives hope after the horror

Position Summary: The Manager, Finance & Administration is responsible for furthering (CCVT's) mission and principles by setting and meeting annual revenue targets, coordinating financial reporting/administration and overseeing overall operations of the organization. The Manager works closely and collaboratively with the CCVT's external accounting firm.

Responsibilities:

- Identifies potential sources of funding, conceives of projects and programs, and in collaboration with other managers develops funding proposals and applications for submission to funding sources. Liaises with funding bodies. Ensures contract compliance.
- Oversees management of the organization's general ledger and financial reporting and provides timely information to the Bookkeeper.
- Coordinates the annual financial audit with the organization's external auditors. Prepares financial statements for use by the Executive Director, Management Team and yearly statements for External Audit.
- Oversees the general administration of the agency including leases, contract administration, personnel records, insurance program, benefits program and Payroll.
- In collaboration with the Management Team, develops and oversees effective organizational statistical tracking systems, staff performance reviews, program evaluation systems and reporting.

Main 194 Jarvis St, 2nd Fl, Toronto, ON, Canada M5B 2B7 T: 416.363.1066 F: 416.363.2122 E: mba@ccvt.org Toll Free: 1.877.292.2288
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CANADIAN CENTRE FOR VICTIMS OF TORTURE

How to apply: Please submit your covering letter and resume by March 8, 2019 before 5:00pm by email to:

Mulugeta Abai, Executive Director – mabai@ccvt.org

CCVT is committed to Employment Equity. Thank you to all applicants for applying. However, we regret to inform you only candidates selected for an interview will be contacted. **No telephone inquiries please.**



TIMES CHANGE
WOMEN'S EMPLOYMENT SERVICE

Times Change Women's Employment Service Currently Recruiting: Vice President and/or Members of the Board of Directors 2018-2020

Times Change Women's Employment Service is seeking female board members. The Board operates under a policy governance model with a commitment to the financial and social well-being of the organization and to women's issues overall.

Term:

- Directors are committed to at least two years on a volunteer basis.

The responsibilities of Directors include:

- Governing the organization
- Developing policies which enable the Board to make responsible decisions on fiscal matters

The ideal candidate ideally would have one or more of the following requirements:

- Former client of Times Change
- Previous Board experience
- Woman of Colour

Desired Qualifications:

- Demonstrated interest in the mission and vision of the organization
- Awareness of women's issues and sensitivity to diverse cultures
- Strong interpersonal and communication skills
- Ability to work on a team with like-minded individuals

Time Commitment:

Current Board members dedicate an average of 5-10 hours a month to Board meetings and committees and are expected to attend monthly Board meetings. Daytime availability would be beneficial. All Board members are required to participate in fundraising activities.

If you have any questions, please contact Katie at katie@timeschange.org.

If you are interested in joining the Times Change Board of Directors, please send your resume and a cover letter to the Nominations Committee at: katie@timeschange.org

Messages From Partner Agencies:

Draft Biodiversity Strategy for Toronto: Public Consultation Meetings

 **TORONTO** Building a great city - together

Call 311

The City of Toronto holds public consultations as one way to engage residents in the life of their city. We invite you to get involved.

Draft Biodiversity Strategy for Toronto

Public Consultation Meetings

Learn about the City's draft Biodiversity Strategy, ask questions and share your comments. There will be four consultation events to share and seek feedback on the draft Biodiversity Strategy.

 Wed., Feb. 20, 2019 North York Civic Centre 5100 Yonge Street Members Lounge 6:00 p.m. - 8:30 p.m. Presentation at 6:30 p.m.	 Thurs., Feb. 28, 2019 The Centre for Urban Ecology at the Humber Arboretum 209 Humber College Blvd 6:00 p.m. - 8:30 p.m. Presentation at 6:30 p.m.	 Tues., Feb. 26, 2019 Scarborough Civic Centre 150 Borough Drive Rotunda 6:00 p.m. - 8:30 p.m. Presentation at 6:30 p.m.	 Sat., Mar. 2, 2019 Royal Ontario Museum 100 Queen's Park Crescent Timothy Eaton Theatre 1:00 - 3:00 p.m.
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Arboretum staff will lead an outdoor walk from 4:00 - 5:30 p.m.

 Our public meeting locations are wheelchair accessible. Please contact us 72 hours in advance to arrange additional accommodation.

Background:

The Draft Biodiversity Strategy is an important initiative aiming to increase the quality and quantity of natural habitat, design the built environment to support more biodiversity, and increase access to and awareness of nature in the city.

You are invited to attend to learn more about this draft strategy and provide your input and feedback.

We would like to hear from you.

To comment, or if you are unable to attend, please contact:

 Tel: 416-392-4787	Kelly Snow Planner
 Email: kelly.snow@toronto.ca Visit: www.toronto.ca/biodiversity	Metro Hall, 22 nd Floor 55 John Street, Toronto, ON M5V 3C6

Information will be collected in accordance with the Municipal Freedom of Information and Protection of Privacy Act. With the exception of personal information, all comments will become part of the public record.

Multicultural Women's Forum: Building Equal Opportunities for Women of All Origins



Multicultural Women's Forum
Building Equal Opportunities for Women of All Origins

February 21st, 2019
9.00 am - 2.30 pm

The Founders Room
The Peoples Church
374 Sheppard Ave E.
North York, ON

Lebanese & Arab Social Services Agency
www.fosteringdiversity.ca
info@fosteringdiversity.ca

 Fostering Diversity while Strengthening Inclusion
 @StrongDiversity

Are you a newcomer or marginalized woman in Canada?

- Connect with a panel of successful immigrant women and hear their stories!
- Share your strength and challenges in securing gainful employment!
- Network with employment support initiatives!
- Voice your concerns and ideas to settlement/social service agencies!
- Discuss barriers to economic advancement facing immigrant women!
- Join in a collaborative effort to build recommendations for more equitable opportunities for women of all origins!

Register at www.fosteringdiversity.ca

This project is funded in part by the Government of Canada


Supported By:
 Centre of Learning & Development
Strong Communities Together



Celebrate Black-History Month 2019



CELEBRATE BLACK - HISTORY MONTH 2019

Humber College Invites You To:

The International Caribbean Inventors & Icons Museum

The International Caribbean Inventors & Icons Museum, curated by Francis Jeffers, celebrates the contributions of the diverse peoples of the Caribbean to the world of Science, Sports, Politics, History and Religion.

The exhibit will feature Inventors, Innovators and Icons from Jamaica, Trinidad & Tobago, Puerto Rico, Cuba, Haiti, Dominican Republic, US and British Virgin Islands, Bahamas, Bermuda, Barbados, Guyana, Belize, Dominica, St. Lucia, St. Vincent and the Grenadines, Grenada and Carriacou, Guadeloupe, Martinique, St. Kitts & Nevis, Montserrat, Antigua & Barbuda, Surinam, Anguilla and other Caribbean islands.

Admission: No Cost

If you require an accessibility related accommodation, please contact:
Jodie.Glean@humber.ca



**COME AND
MEET THE
CARIBBEAN
CONSUL
GENERALS!**

Exhibition Schedule:

North Campus:

Friday, February 1, 2019

10:30 a.m. - 3:00 p.m.

Saturday, February 2, 2019

10:30 a.m. - 3:00 p.m.

Opening Ceremony:

Friday, February 1, 2019,

10:00 a.m. - 10:30 a.m.

Location: E-Concourse,
Humber College North
Campus, 205 Humber
College Boulevard,
Toronto, Ontario
M9W 5L7

Location: E-Concourse,
Humber College North
Campus, 205 Humber
College Boulevard,
Toronto, Ontario
M9W 5L7

Lakeshore Campus:

Thursday, February 28, 2019

10:30 a.m. - 3:00 p.m.

Location: L Building-L1017,
2 Colonel Samuel Smith
Park Drive, Toronto, Ontario,
Canada M8V 4B6

17th Annual International Women's Day Gala

17th Annual
International
Women's Day Gala



Anubha Mehta
Keynote Speaker



Dilshad Burman
Emcee

FRIDAY MARCH 22, 2019 @6:30PM

Sagan Convention Centre and Banquet Hall
7180 Edwards Blvd, Mississauga ON L5S 1Z1

TICKETS

\$125/each

\$1150/table for 10

silent auction, prizes, & cash bar

PROCEEDS FROM THE EVENT WILL
GO TOWARDS THE **YOUTH
SERVICES, DOMESTIC VIOLENCE,
LANGAR ON WHEELS AND
MENTAL HEALTH PROGRAMS** AND
TO SERVE THE UNDERSERVED.

905-677-0889 | zayba@pchs4u.org | www.pchs-foundation.com | eventbrite.com 

In the News:

[Allison Hanes: Despair sets in for prospective immigrants in Quebec](#)

[Syrian refugees buoyed by loan program aimed at helping restart careers](#)

[An issue that can't be ignored: Immigration pushed to the forefront of Burnaby South byelection](#)

[Demand for French immersion grows as spots shrink. Here's what's happening](#)

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