



**COUNCIL OF AGENCIES SERVING SOUTH ASIANS
(CASSA)**

**Annual General Meeting
Monday, June 21st, 2010**

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

**2401 Eglinton Avenue East, #212, Toronto M1K 2N8
Tel. No: (416) 932 1359
Fax No: (416) 932 9305
Email: cassa@cassa.on.ca**

Agenda

Council of Agencies Serving South Asians (CASSA)
Annual General Meeting
June 21st, 2010
Friends House

Health Inequity in the South Asian Community

4.30pm – 5:00 pm

Reception
Membership renewal and registration

5:00pm – 6:00pm

Welcome To Annual General Meeting
Approval of Draft Agenda
Approval of last AGM minutes
President's Report
Executive Director's Report
Approval of Auditor's Report – Appointment of Auditor
Appreciation of outgoing board members
Nomination Report and Election of new Board Members
Adjournment of Business

6.00 pm – 7.00pm

Panel Presentation: Health Inequity in the South-Asian Community

Panelists include:

- Neelam Sharma, Across Boundaries
- Mohini Datta-Ray, ASAAP, Co-presenting with Safiya Olivadoti
- Sheela Subramanian (Moderator)

7:00 – 7.30 pm

Dinner and Networking

Previous AGM Minutes CASSA June 17th, 2009 at Friends House

The meeting was called to order by Rishika Williams, the chair of the board.

The motion to approve the agenda was made by Mandir and seconded by Harvesh. Kumi Somaskandan made the motion to approve the 2008 AGM minutes, Atulya Sharman seconded.

President's Report

Rishika Williams made the President's report. 2009 was a year of redevelopment and rebuilding for CASSA – and Rishika focused on the joint work of the board and the staff to revisit the strategic framework and direction of CASSA. Rishika thanked CASSA's partners, funders, fellow board members and staff for their continued support and work in advocacy, facilitation and mobilizing in the community during this period.

Executive Director's Report

Neethan Shan reported on the work that CASSA has been doing over the last year. He focused on engaging youth and newcomers through projects. He also discussed mobilizing to create change on issues such as access to health and wellness, intergenerational issues and a Canada free from all forms of marginalization. Neethan acknowledged campaigns such as 25 and 5 and Colour of Poverty which were made possible from the support of funders such as METCALFE, Atkinson and the City of Toronto.

Approval of Auditor's Report

The auditor's report was read by the treasurer, Kumi Somaskandan. The motion to approve it was made by Kumi Somaskandan and seconded by Mythily. Brian Metcalf, the auditor for 2008 was recommended to be CASSA's auditor for 2009 as well. The motion to approve this was made by Kumi Somaskandan and seconded by Atulya Sharman.

Nomination Report and Election of new Board Members

The two new board members were introduced and elected to the board. The motion to approve the new slate was made by Sangeeta Subramaniam and seconded by Sabat. The two new members include Mya Roy and Mya Vijenthira. Sailaja and Rishika will be leaving the board and were thanked for their service. The rest of the board stayed the same.

Adjournment of Business

The motion to adjourn the business section of the meeting was made by Atulya Sharman and seconded by Anusha Sarvanandan.

Board Of Directors Chair Report Council of Agencies Serving South Asians (CASSA)

The past year has been one of development, engagement and revitalization for CASSA. With our Strategic Plan in place to guide us, we have made progress in many areas in collaboration with our community partners and stakeholders. Our role is to be a collective voice and advocate for issues of social justice and to help mobilize by building alliances to establish lasting change.

This mandate has guided CASSA's work over 2009-2010. We have been involved in community consultations and forums in Vaughan, Brampton and Scarborough on issues of poverty, equity and health care. We continued our involvement with the Colour of Poverty Campaign and also produced the report 'A Diagnosis for Equity: An initial analysis of South Asian Health Inequities in Ontario'. CASSA has been committed to ensuring that issues of equity and justice and their impact on the South Asian communities, and by extension all communities, are recognized in all spheres of Canadian society.

CASSA's work has involved creating opportunities for people to dialogue and create movements for change. To consistently and publicly push all levels of government on social issues through policy change, leadership, mobilization, research, allocation of resources and training. It has been through grass roots level organizing – the work of people coming together to create change, that has been both CASSA's focus and its success. As we do this work, we continue to learn, build partnerships and collaborate with communities across Ontario. This year, CASSA has expanded its work to Waterloo, York Region, Peterborough and many parts of the GTA.

CASSA would never be able to do its work without its members, funders, partners and volunteers. CASSA is proud to engage in this work, but we know we cannot do it without the active, dedicated and tireless involvement of our communities. I would like to take this opportunity to thank the many volunteers who have effectively worked towards much needed change. I encourage everyone to join in the work of CASSA to keep us engaged, progressive and accountable.

I would also like to thank our funders, without whom it would not be possible for our work to happen. CASSA appreciates the support we have received from our many funders: the Metcalf Foundation, Atkinson Foundation, HRSDC, Toronto Community Housing Corporation, The City of Toronto, The Ministry of Citizenship & Immigration and Citizenship and Immigration Canada.

CASSA's staff is small, but very effective. I am impressed and grateful for the level of commitment and passion shown by the staff, led by Executive Director Neethan Shan. The remarkable accomplishments of CASSA over this year would not be possible without these dedicated, innovative people. Finally, I would like to thank my fellow Board members. It has been an honour to work with you in guiding CASSA's work. We have met many challenges, provoked interesting discussions, and learned from one another's expertise and passions.

The next years will bring new challenges and successes to CASSA. We will continue our work in the areas of poverty reduction, access to health care and strengthening communities' capacity to reach their full potential. We will continue to provide support and respond to emerging community concerns. I encourage everyone to join us in this work in order to create a Canada that is free from all forms of inequity. To make a society where every person feels fully empowered to participate in defining Canada's political, economic, social and cultural future.

Anusha Sarvanandan, Chair CASSA Board of Directors

Interim Executive Director's Report Council of Agencies Serving South Asians (CASSA)

CASSA was involved in numerous community based social justice initiatives in 2009. Our board, staff and volunteers have worked with diverse South Asian communities across Ontario based on our strategic directions for 2008-2011 and guided by anti-oppressive principles.

Our Welcoming Communities Initiative (WCI) work saw great strides in our projects based in various municipalities and in our work to enhance access to trades for newcomers to Ontario. Our York Region work continued as a committed group of area residents and service providers worked to establish a Terms of Reference and structure for the Equity Council of York Region. We also released a report from our 2009 Equity Campaign in York Region documenting community concerns and recommendations for improvements. We also began projects on improving access to public transit and creating welcoming community garden spaces in Peterborough and Waterloo, respectively. The Newcomers Access to Trades Taskforce was convened following the launch of our report "Access to Trades for Newcomers in Ontario" with internationally trained tradespeople, service providers, labour representatives and employment equity advocates. A website was also created to profile CASSA's WCI project, approach settlement issues with an anti-oppressive lens to and promote civic engagement: www.welcomingcommunitiesontario.ca.

Our poverty reduction work was also extensive as CASSA acted as a bridge between the South Asian community and broader anti-poverty action, including work by Colour of Poverty steering committee, 25 in 5 Network, Campaign 2000, Daily Bread Food Bank and A Million Reasons. CASSA continued its focus on access to affordable childcare, participating in a lobby day at Queen's Park and in offering training in advocacy skills for newcomer women. Our employment equity-focused work also expanded through our involvement in campaigns to improve Employment Insurance benefits and organizing an Economic Justice Forum in Scarborough along with nine partnering community agencies as well as a Seniors Summit on Income Security. In August 2009, CASSA and seventeen organizations serving South Asians met with the Hon. Minister Deborah Mathews to discuss the implementation of the recently passed Ontario Poverty Reduction Strategy and inclusive methods to engage South Asian communities living in poverty. CASSA also organized and implemented a 6 week frontline Workers Training for 15 participants on effective service delivery to South Asians impacted by poverty. During South Asian Heritage Month, in May 2009, we held our first annual May Day event to honour the contributions of South Asian labour activists.

Our youth initiatives continued to engage youth new to social justice work as well as those already involved in efforts to affect social change. In May 2009, we held a Youth Leadership Retreat as well as our second annual Fires of Resistance social justice conference organized by South Asian Youth Advisory Committee (SAYAC), and featuring workshops, performances and a panel discussion on activism and social change. In December, we also kicked off our Trailblazers series with an event honouring South Asian youth social justice advocates. In 2010, Trailblazers has become a South Asian youth violence prevention workshop series that has received positive feedback from youth and presenters alike.

In 2009, we continued our strong working relationships and partnerships with researchers at many universities including UBC, McMaster, U of T, Ryerson, Wilfred Laurier and York to support research on various social issues in our communities. CASSA continues to be actively engaged in Good Jobs for All coalition, Colour of Poverty Campaign, 25 in 5 Network for Poverty Reduction, Alternative Planning Group and many other coalitions/networks advocating

for socially and economically just society in Ontario. In terms of our Health focus, CASSA hosted roundtable discussions on addressing inequities related to sexual health, mental health, chronic diseases and healthcare governance. Practitioners and stakeholders were convened in order to identify challenges and formulate solutions. CASSA recently released the resulting report, "A Diagnosis for Equity: An Initial Analysis of South Asian Health Inequities in Ontario" with targeted recommendations for a diverse group of stakeholders.

CASSA also produced guides on rights and resources throughout 2009. Our Communities in Action project resulted in Bengali- and Tamil-language guides to empower and build capacity among tenants living in Toronto Community Housing Corporation units to advocate for positive changes within their buildings. We also released "Vadukkal/Sargoshian: Resisting Racism & Islamophobia," a booklet documenting stories where Tamil and South Asian Muslims have experienced oppression and featuring resources and ways to resist it.

Through 2009, CASSA continued to work with all three levels of government on policy issues that affect South Asians and other marginalized communities. We have been engaged in policies related to immigration, employment, poverty, education, housing, health, policing and many other areas.

I would like to offer my sincere thanks to those who make CASSA's work possible. First, to our Board of Directors for their sound guidance and tireless commitment to CASSA. Secondly, Neethan Shan, who is currently on leave of absence as Executive Director, thank you for your leadership, vision and mentorship. To all of our staff, thank you all for your creativity, dedication and passion for all things social justice. Thank you also to our funders, your faith in CASSA's delivery of project goals and outcomes sustains us. Our achievements would not be possible without the invaluable contribution of our members, partnering organizations and the South Asian communities who serve as volunteers, participants and leaders in our work for social change and equity within Ontario. The continued support of our communities and allies is essential to the achievement of our vision of 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. We thank you all for your continued support of CASSA and invite you to join us in making our vision a reality.

Anita Khanna
Executive Director (Interim)

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

FINANCIAL STATEMENTS

DECEMBER 31, 2009


AUDITOR'S REPORT

To the Directors of the Council of Agencies Serving South Asians

I have examined the balance sheet of the Council of Agencies Serving South Asians, as at December 31, 2009 and the statements of operations, changes in net assets and change in financial position for the year then ended. These financial statements are the responsibility of the organization's management. My responsibility is to express an opinion on these financial statements based on evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating overall financial statement presentation.

I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and conduct an audit to obtain reasonable assurance as to whether the financial statements are free from material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements.

In my opinion, these financial statements present fairly the financial position of the organization as at December 31, 2009 and the results of its operations for the year then ended in accordance with Canadian generally accepted accounting principles.



CHARTERED ACCOUNTANT

**Toronto, Canada
May 12, 2010**

**PO Box 704
Tel.: (416) 486 -7333**

**Station Q
Fax: (416) 486 -6100**

**Toronto, Ontario M4T 2N5
E-Mail: bmca@rogers.com**

**COUNCIL OF AGENCIES SERVING SOUTH ASIANS
BALANCE SHEET**

AS AT DECEMBER 31, 2009

	2009 \$	2008 \$
ASSETS		
Current		
Cash	75,864	21,179
Short term investments (Note 3)	67,185	66,531
Grants receivable (Note 4)	46,056	114,006
Accounts receivable	-	1,047
Commodity tax recoverable	2,523	7,491
Prepaid expense	6,265	5,582
	<hr/> 197,893	<hr/> 215,836
Capital (Note 5)	<hr/> 12,530	<hr/> 1,722
	<hr/> 210,423	<hr/> 217,558
LIABILITIES		
Current		
Accounts payable	7,437	12,006
Deferred revenue (Note 4)	59,091	69,849
	<hr/> 66,528	<hr/> 81,855
ACCUMULATED SURPLUS		
Accumulated surplus	143,895	135,703
	<hr/> 210,423	<hr/> 217,558
	<hr/> 210,423	<hr/> 217,558

ON BEHALF OF THE EXECUTIVE COMMITTEE:

[Signature] Position Chair of CASSA Board of Directors.

Maya Bhullar *tb* Position Treasurer

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

STATEMENT OF OPERATION AND DEFICIT

FOR THE YEAR ENDED DECEMBER 31, 2009

	2009	2008
	\$	\$
REVENUE		
Grants	330,210	368,737
Membership fees	915	8,920
Interest income	1,396	2,026
Fees for service and rent	359	1,560
Donations and other income	-	2,400
	<hr/> 332,880	<hr/> 383,643
PROGRAM EXPENSES		
Salaries, benefits and training	150,607	170,851
Purchased services	23,441	17,163
Other project expenses	61,700	80,638
Office supplies and services	15,134	21,610
Occupancy	14,990	22,638
	<hr/> 265,872	<hr/> 312,900
ADMINISTRATIVE EXPENSES		
Salaries & benefits	42,889	49,229
Office supplies and services	21,301	11,983
Rent	25,523	25,012
Amortization	1,990	431
Expense recovery from programs	(32,887)	(33,656)
	<hr/> 58,816	<hr/> 52,999
Total expenses	<hr/> 324,688	<hr/> 365,899
Excess (deficit) revenue over expenses	8,192	17,744
Surplus, beginning of the year	135,703	117,959
Surplus, end of the year	<hr/> 143,895	<hr/> 135,703

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

STATEMENT OF CASH FLOWS

DECEMBER 31, 2009

	2009	2008
	\$	\$
<hr/>		
Sources of funds		
Operations		
Excess, (deficit), revenue over expense	8,192	17,444
Add amortization, a non-cash expense	1,990	431
Increase (decrease) in current liabilities & deferred revenue	(15,327)	(56,254)
Decrease (increase) in current assets	73,282	(87,212)
<hr/>		
Cash flow from operations	68,137	(125,591)
Purchase of capital assets	12,798	-
<hr/>		
Net change in cash position	55,339	(125,591)
Cash position, start of period	87,710	213,301
<hr/>		
Cash position, end of period	143,049	87,710
<hr/>		

The cash position consists of:

Cash	75,864	21,179
Short term investments	67,185	66,531
<hr/>		
	143,049	87,710
<hr/>		

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2009

Note 1: Nature of the organization

The Council of Agencies Serving South Asians (The Council). is registered as a not-for-profit corporation without share capital.

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.

Note 2: Accounting Policies

The corporation follows generally accepted accounting principles in its accounting and financial statement preparation

Restricted grants are recognized in revenue in the year in which the related expenses are incurred. Grants not recognized in revenue in the year received are shown on the balance sheet as deferred revenue. Unrestricted grants are recognized as revenue when received or receivable.

Capital assets: Purchases of capital assets are recorded at cost or, if donated, at fair market value.

Equipment and furnishings are amortized at 20% and computers at 30% per annum using the declining balance method.

Donated services are not recognized in these financial statements because of the difficulty of determining their fair market value.

Note 3: Investments

	<u>2009</u>
	\$
GIC's	
Matures July 5, 2010: Interest at 0.15%	6,337
Matures December 15, 2010: Interest at 0.65%	16,145
Matures March 3, 2010: Interest at 0.75%	22,551
Matures at August 9, 2010: Interest at 0.65%	<u>22,152</u>
	<u>67,185</u>

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2009

Note 4: Grants receivable & deferred

Grants receivable and deferred have been accrued in the accounts as follows.

	<u>Balance, start of the year</u>	<u>Received in the year</u>	<u>Accrued in the year</u>	<u>Receivable, end of the year</u>
Grants receivable				
Family Services Association of York Region	-	-	2,000	2,000
Citizenship and Immigration\ Canada	-	-	44,056	44,056
HRSDC	99,331	99,331	-	-
Grants receivable	14,675	14,675	-	-
	114,006	114,006	46,056	46,056

Grants deferred

Human Resources Skills
Development:

City of Toronto				
Access and Equity	30,152	35,700	40,002	25,850
CSI	-	33,000	5,000	28,000
CCPL Summit	5,000	-	5,000	-
TCHC	19,936	-	19,936	-
Ministry of Citizenship & Immigration	-	13,615	8,374	5,241
Court Challenge Program	4,027	-	4,027	-
United Way: Planning Services Coalition	1,397	-	1,397	-
Atkinson Foundation	9,337	-	9,337	-
	69,849	82,315	93,073	59,091

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2009

Note 5: Capital assets

Capital assets recorded in the accounts consist of the following:

	2009		2008	
	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Net Book Value</u>	<u>Net Book Value</u>
Office furniture	14,619	8,313	6,306	1,722
Computers	7,323	1,099	6,224	-
	21,942	9,412	12,530	1,722

Note 6: Lease commitments

The organization leases office space and office equipment: its future commitments for lease payments are:

	<u>Office</u>	<u>Equipment</u>	<u>Total</u>
2010	21,706	1,188	22,894
2011	23,629	1,188	24,817
2012	18,301	891	19,192

Note 7: Financial instruments

There is no material difference between the book value and fair market value of the cash, term deposits, accounts receivable and accounts payable given their short-term maturities.

COUNCIL OF AGENCIES SERVING SOUTH ASIANS

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2009

Note 8: Prior Period Adjustment

Staled dated cheque of a previous year, and a posting error to accounts receivable were not accounted for in the previous year's financial statements. Corrections, which have no effect on the current year's statements, have been made in these financial statements as follows.

	Previously stated	Corrected	Difference
Opening surplus, 2008	90,745	117,959	27,214
Current assets, 2008	188,622	215,836	27,214

CASSA Board of Directors Slate 2010 - 2011

Maya Bhullar

Maya Bhullar has over 10 years of professional experience in such diverse areas as migration, labour, urban planning and community mobilization. She has a particular interest in grassroots engagement, effective representation of constituent's interests and in helping organizations to better achieve their results. Her experience comes from the public sector and from working with labour unions. She has held research and policy positions with Habitat International Coalition & UN Centre for Human Settlements, American Federation of Labour- Congress of Industrial Organizations and Service Employees International Union (SEIU). Since 2007, Maya has held the position of National Research Coordinator with SEIU Canada.

She also has over seven years of volunteer experience including Neighbors Consejo, Washington D.C., a community led project to address implications of gentrification and rapid development in a neighbourhood and with National Asian Pacific American Women's Forum. She has also served as Volunteer Coordinator with ACLU/ANSWER Community Working Group on Civil Liberties where she worked with film makers and activists. Maya has been a speaker at the World Social Forum in 2001, 2002 and 2004.

Maya holds a Bachelor of Arts Degree in Anthropology and International Relations from the State University of New York at Cortland, NY. Additionally, she has a Masters of Science in International Development Economics and Urban Development from American University, Washington D.C.

Amarjeet Kaur Chhabra

Amarjeet is an organizer with a labour union and has extensive experience mobilizing immigrant communities and young people so that they can fight the status quo and be a voice for themselves. She strongly believes in the power of grassroots activism and is dedicated to initiate, build and strengthen grassroots movements by mobilizing communities and creating coalitions. She is actively involved in political action and social advocacy initiatives in areas of social justice including human rights, anti-poverty, immigrant and refugee rights, youth empowerment and gender equity. She has led a very active student life at University of Toronto at Scarborough and has held numerous elected positions, including the Board of Directors of the Student Union.

She also has a strong interest in electoral politics and have not only worked on many campaigns but have had the opportunity to run municipally for Toronto City Council, after winning the title of "Scarborough City Idol", a volunteer run grassroots project in 2006 that encouraged people with new ideas and energy, a sense of optimism and a little imagination to come to the forefront and talk about local politics. Recognized as a "Promising Tomorrow" leader she is often called upon to share her experiences and empower and inspire women of colour/people with disabilities to run for elected office.

Thayan Paranchothy:

Thayan is a producer and host of an interactive call-in show called Crossroads on Tamil Vision Inc. He also hosts and produces shows for Canadian Multicultural Radio CMR FM 101.3. In addition, he works as the director of community development for both CMR and TVi. He has assisted in coordinating the South Asian Business Festival at International Centre in the past four years. This festival draws tens of thousands of attendees. He is looking forward to utilizing his media and event coordination skills and knowledge to assist CASSA with its strategic priorities.

Anusha Sarvanandan

Anusha Sarvanandan is a social worker dedicated to social justice and improving the quality of life for all people. Born in Sri Lanka, Anusha came to Canada as a child with her parents. They lived and struggled through the new immigrant experience in Toronto. The family lived and thrived in the Scarborough area. She has completed degrees at McMaster University and York University. Currently, Anusha is enjoying a career with the City of Toronto's Social Services. Anusha has stated, 'Through hard work, my family and I have been able to find opportunity, success, security and happiness in this community. I believe we live in a great City and we are an example to the world of how people from many diverse backgrounds can live in harmony and prosperity.' Anusha is looking forward to an eventful and productive association with CASSA.

Atulya Sharman:

Atulya Sharman works as a Community Legal Worker at the South Asian Legal Clinic of Ontario (SALCO), which is a speciality legal clinic that serves low-income South Asians in the Greater Toronto Area. He represent clients in several areas of law including immigration, disability (provincial and federal), and criminal injuries compensation. He holds a Master of Laws (LL.M), in Environmental law and policy, from the University of Victoria, British Columbia and a Law degree with honours (B.A.LL.B) from Devi Ahilya University, India. He is the recipient of Law Foundation of British Columbia Graduate Fellowship (2004) and POLIS Project on Ecological Governance Fellowship (2005). He is also a founding member of South Asian Law Students Association's (SALSA) Victoria, chapter. Before joining SALCO he worked on Sustainable Transportation Project for the Clinton Global Initiative in association with a trade and investment law firm, to rank US and Canadian cities on sustainable transportation.

Kumi Somaskandan:

Kumi Somaskandan has over thirteen years of experience working in the fields of finance and human resource management. Coming to Canada as a teenager from Sri Lanka, Kumi has experienced the many challengers that newcomers to Canada face. She is interested in working in partnership with others to create opportunities for positive changes in Canada and within South Asian communities. Kumi looks forward to contributing her skills towards CASSA's work in developing community capacity in the South Asian community and in supporting our communities in having a strong voice in issues of civic engagement.

Sahar Rizvi

Sahar Rizvi was born in Karachi, Pakistan, raised in the Middle East and immigrated to Canada in 1999. Her migratory experiences have greatly driven her desire to serve marginalized communities toward ensuring equity and accessibility within anti-racist and anti-oppressive frameworks. Sahar is a Social Justice activist who has several years of experience working and volunteering for marginalized communities in the GTA at capacity building, educational and grassroots levels. She served on the grant making Trillium Foundation's Grant Review Team and is an active contributor to Toronto-based Muslim women's anti-violence initiatives. She is passionate about human rights and coordinated the 'Bridging the Gap with the Muslim Community' project in 2008, a hate crimes initiative addressing the incidence of unreported hate crimes targeted toward the Canadian Muslim community post 9/11. She has spoken on the incidence of hate crime, and its prevention, most notably at the 2nd Annual Fires of Resistance: South Asian Youth Igniting Action - Youth Conference. She is also a poet and has written on issues of race, identity, culture, immigration and resistance. Her work has appeared

in publications such as South Asian Review, Catamaran: South Asian American Writing, Desilit Magazine and Voices & Visions: Young Writers from Pakistan.

Sahar holds a Bachelor of Arts degree in Creative Writing and Sociology, and Master of Arts degree in Humanities, both at York University.

Muralidhar Canjivaram

Muralidhar Canjivaram has a Bachelor of Commerce & Business Administration, Bachelor of Law (Osmania University, India) and Master's in Criminal Justice & Security Administration. He published research paper on "origins of global terrorism" as a part of Master's thesis. He has over 10 years experience as senior administrative officer in exports and manufacturing sectors and 2 years as an attorney dealing with service, civil and criminal cases in High Court of Andhra Pradesh, India. Murali is currently working as retail investigator, specializing in fraud investigations in the retail sector for last 4 years. He is looking forward to utilize his knowledge and experience in helping CASSA achieve its strategic priorities.

Farheen Khan

Farheen Khan is a social activist, writer and consultant. Currently working as a Consultant through her company Fsk Associates, Farheen works with organizations including the United Way of Peel Region where she works with the South Asian Advisory Council to develop and executive an engagement strategy for the South Asian Community in Region of Peel "Apna Peel". Farheen has experience working with boards with a focus on organizational, community and resource development, as well as special events planning, and marketing. Her book titled "From Behind the Veil: A Hijabi's Journey to Happiness" which speaks about her personal experiences with Islamophobia and violence against women and overcoming adversity and becoming a social activist hit bookstores in March 2010.

Mohammad Hayat

Mohammad is a newcomer originally from Pakistan and currently working as Partnership Coordinator with WoodGreen Community Services in Toronto. He has served different non-profit agencies and worked with Ministry of Government Services in Toronto. He has 12 years of international experience with World Bank Social Action Program in Pakistan, United Nations Mission in Kosovo (UNMIK) and with UN Office of the High Commissioner for Human Rights (OHCHR) in Nepal. He is also a registered Consultant with United Nations Development Program (UNDP) Bureau of Crisis Prevention and Recovery (BCPR) and with Canadian International Development Agency (CIDA) and a UNHCR's registered Community Services Local Integration/Reintegration expert. He is an official member of the Canadian Red Cross and a registered facilitator with Pearson Peacekeeping Center, Nova Scotia. Mohammad has a Masters in Humanities from University of Peshawar, Pakistan and a diploma in International Conflict Management and Humanitarian Relief Operations from Scuola Superiore Sant'Anna Pisa, Italy.

Mya Vijendran

Mya has completed a degree in Kinesiology and a diploma in Workplace Wellness and Health Promotion. She currently works as a Community Outreach Worker with the Diabetes Network of East Toronto. Her role there is to develop strategies to empower South Asian community members to manage their diabetes. In October 2008, in her volunteer role with CASSA, she coordinated a South Asians and Health, roundtable to identify gaps in health promotions to South Asian communities in East Toronto. She coordinated another roundtable on South Asians and Chronic Diseases, to identify next steps for CASSA. Mya enjoys leading a healthy and active lifestyle and her future plans include pursuing a Masters in Public Health.



CASSA's Strategic Framework and Strategic Directions for 2010-2011

Our Mission Is:

To facilitate the economic, social, political and cultural empowerment of South Asians by serving as a resource for information, research, mobilization, coordination and leadership on social justice issues affecting our communities. Create social change by building alliances and working collaboratively with those who share a vision of empowering all communities to participate in defining Canada's future

CASSA's Vision:

We envision and strive for a Canada free of all forms of discrimination in which all communities are free from marginalization and are fully empowered to participate in defining Canada's political, economic, social and cultural future.

CASSA's Values:

The following values serve as guidelines for our conduct as we implement our mission and work towards our vision:

- **Social Justice:** We are committed to working within a social justice framework which promotes equity and empowerment for marginalized peoples and communities
- **Anti-oppression, anti-racism, anti-homophobia:** We strive to incorporate anti-oppressive, anti-racist and anti-homophobic principles and practices in our work.
- **Responsiveness:** We strive to work through a variety of consultative and participatory structures and practices to ensure that our work is grounded in the realities and priorities of our communities.
- **Diversity:** We recognize and respect the diversity among and within South Asian communities and within Canadian society.
- **Collaboration and solidarity:** We are committed to building alliances in order to work collectively towards common aims.
- **Accountability:** We are committed to maintaining effective governance, measurement and reporting practices.

Strategic Directions: Until March 2011

1. Poverty Reduction:

CASSA will promote and contribute to an analysis that recognizes the links between poverty and racialization. CASSA will bring together community stakeholders to collectively create and support strategies emerging from this analysis to reduce poverty in the South Asian and other racialized communities.

Potential areas of impact include education and learning; health and well-being; employment; income levels and social assistance; justice and policing; immigration and newcomer settlement; housing and homelessness; and food (in)security.

2. Coordination of Access to Health and Wellness:

CASSA will promote and contribute to an analysis that is based on the social determinants of health. CASSA will bring together community stakeholders to collectively create and support strategies that:

- Increase South Asian communities' access to linguistically and culturally appropriate health services;
- Create equitable access to mental and sexual health services by addressing barriers that exist both internally within South Asian communities and externally in the Health Services sector
- Promote health equity and reflective governance structures within Health care institutions.

3. Strengthening the communities' capacity to address inter-generational and family relationship Issues

CASSA will bring together community stakeholders to collectively create and support opportunities for research, collaborations, sharing of best practices, professional development/training and advocacy for resources in order to address inter-generational and family relationship issues.

4. Creating Welcoming Communities in Small and Medium-sized municipalities in Ontario

CASSA will promote and contribute to an analysis that recognizes the links between retention of immigrants and "smart settlement". The smart settlement model is based on inclusion, anti-racism and equitable access for equitable outcomes. CASSA will bring together community stakeholders and policy makers to collectively create and support strategies, policies and practices that create a welcoming environment for newcomers to Ontario.

5. Strengthening responsiveness to community stakeholders

CASSA will expand on its existing consultative structures in order to ensure increased accountability and responsiveness to our community stakeholders.

CASSA will create communications strategies and mechanisms that ensure effective multi-directional communication between CASSA and its community stakeholders as well as amongst the stakeholders.

Program Updates and Reports

In this part of the AGM report, we are featuring some of our major projects only. For information on all of our projects, please visit our website at www.cassa.on.ca

Welcoming Communities Initiative (WCI)

The Welcoming Communities Initiative (WCI) is a 3-year project of the Council of Agencies Serving South Asians (CASSA) funded by Citizenship and Immigration Canada. Started in September 2007, the Welcoming Communities Initiative (WCI) aims to bring multi-stakeholders (government, education, employers, settlement services, community groups and residents) together to address the needs of access, equity and inclusion. The role of CASSA is to liaise with these multi-stakeholders in selected municipalities, facilitate dialogue by identifying issues and priorities through roundtable meetings, and engage the participants in action planning. The long-term goal of this project is to engage immigrants as partners in the community building process through a more equitable, accessible and inclusive approach.

CASSA's Welcoming Communities Initiative's 2009 work involved expanding on 2008 activities, as well as starting up new projects across Ontario. Building on concerns raised during York Region community meetings in 2008, discussion with stakeholders yielded plans to form a resident-led advocacy group focused on equity in York Region. Starting in March 2009, more community dialogues were held to focus on issues pertaining to education, civic participation and service provision as part of a campaign entitled 'Putting Equity on the Agenda: ARE WE BEING HEARD?'. 200 surveys were also filled out as part of the campaign, which culminated in a day-long Equity Forum held in Markham where the over 100 participants were asked to make recommendations to improve each of the relevant sectors. Following this forum, an Equity Council in York Region Development Group was formed, made up of local residents and service providers. The development group worked tirelessly to establish a Terms of Reference for the proposed Equity Council of York Region and to recruit and raise the profile of such issues among diverse community groups, including but limited to, people of varying ages, abilities, sexual orientations, races, ethnicities and immigration status. In December 2009, the report from the equity campaign was released and the launch was attended by multi-stakeholders from all three levels of government, school boards, service provision and residents from across York Region. In the early 2010, a diverse equity council was elected by a burgeoning membership of individuals, groups, agencies and organizations committed to equity within York Region.

In addition to these community meetings, work has been done to secure improved access to professions and trades. In April 2008, CASSA was invited to attend a progress update meeting on Bill 124 with the Fairness Commissioner, Dr. Jean Augustine. Another meeting took place in the fall of 2009 to discuss the progress of the commission's work and was attended by internationally trained professionals, service providers and social justice and employment equity advocates. A trades related research strategy was developed in 2008 and two researchers with expertise in labour and immigration were hired to research and write a comprehensive report on the barriers faced by internationally trained tradespeople in Ontario. The resulting report "Access to Trades for Newcomers in Ontario," was launched on April 29, 2009 just before legislation was put forth for the College of Trades, a body proposed to regulate the Trades in Ontario. The report was well received and garnered a front-page article in the Toronto Star as well as coverage on CBC's Here and Now. CASSA staff also had the opportunity to meet with representatives from MTCU and attend a briefing on the proposed College of Trades. In the fall of 2009, the Newcomers Access to Trades Taskforce (NATT) was formed to address barriers faced by internationally trained tradespeople. NATT meetings took place monthly and recently

resulted in a well-attended forum for internationally trained tradespeople to discuss their challenges and provide NATT direction.

2009 also saw the development of connections in two new municipalities: Peterborough and Waterloo. Project activities in Peterborough have addressed access to public transit and the creation of welcoming spaces for newcomers and immigrants on area buses in 2010. Connections were also made in Waterloo, and upcoming project work in that area will address the facilitation of welcoming community gardens for newcomers and immigrants residing within the area.

Overall, the success of WCI in 2010 was greatly bolstered by additional support through community organizers, a communications coordinator, volunteers, interns and placement students. This additional support has culminated in expanded outreach and engagement of various stakeholders and an increased profile of project activities in mainstream and ethnic media. The development of www.welcomingcommunitiesontario.ca as a hub for anti-racist and anti-oppressive settlement information also occurred in 2009 and more project information, reports and related documents can be found there.

Poverty Reduction Initiatives

As part of the poverty reduction initiative, CASSA, along with many of its members and local South Asian organizations, formulated various poverty reduction campaigns through out the year. CASSA's role was to act as a support system to help facilitate the communities' participation in creating social change to eradicate poverty.

In addition, CASSA also acted as a bridge between the South Asian community and the broader anti poverty movements including: the Colour of Poverty steering committee, 25 in 5 Network, Campaign 2000, Daily Bread Food Bank, A Million Reasons. Our role was to ensure that South Asian voices and faces are no longer invisible from future policy initiatives.

Under the purview of the Poverty Reduction Project in 2009, CASSA organized its resources to focus on two issues, affordable childcare and employment equity. CASSA acted as a catalyst to help facilitate South Asian communities' participation in poverty reduction issues related to health, childcare, employment etc.

Campaign for Affordable Child Care:

Throughout January to May 2009, CASSA and its members campaigned for the need for accessible, high quality and affordable child care, this was done by to holding community meetings, linking up with other organizations in the city and in Ontario, bringing media and community attention to the issue of regressive childcare policies in Ontario and encouraging immigrant women from marginalized communities to be able to present their needs regarding childcare at the policy level.

In February a presentation was organized at Queen's Park Media Studio to highlight the importance of affordable childcare for visible minority groups, following which workshops were organized to create awareness and build consensus among South-Asian communities on the issue of Child Care. ASSA, TCBC, and other child care partners submitted a petition to Minister Dwight Duncan, requesting that child care subsidies should not be taken off in the upcoming provincial budget. Through CASSA's outreach efforts presentations were made to various ministers at the Provincial and Federal level to discuss their action for improved child care.

In August CASSA along with seventeen organizations serving large South Asian populations met with the Hon. Minister Deborah Mathews to discuss the implementation of the recently passed Ontario Poverty Reduction Strategy and inclusive methods to engage South Asian communities living in poverty. Many issues were addressed at this meeting including specific health needs of South Asian communities, intersectionalities of identities, and the importance of childcare to newcomers. CASSA and its Coalition submitted a document to the Minister with recommendations on appropriately engaging South Asian communities in various aspects of the Poverty Reduction Strategy.

CASSA's role in Good Jobs for All Campaign & Submission of Bill 139:

A series of events took place in March, 2009 where CASSA either participated or co-hosted and organized; town halls, rallies and meetings in different parts of GTA. CASSA also participated at the rally held at the Service Canada office, in Scarborough to show solidarity with workers from all walks of life, CASSA urged for immediate changes in the government's EI policy to make it more accessible and effective.

CASSA presented to the Standing Committee on the Legislative Assembly on Bill 139, An Act to amend the Employment Standards Act, 2000 in relation to temporary help agencies and certain other matters to make it more effective. The challenges workers of South Asian background in Ontario were also addressed.

CASSA held an Economic Justice Forum in Scarborough on October 22nd, 2009, supported by the Jobs for All Coalition, Colour of Poverty Coalition, Malvern Community Coalition, the Toronto Chapter of Chinese Canadian National Council, Social Planning Toronto, 25 in 5 Network for Poverty Reduction, The Scarborough-Agincourt Ward 40 Residents' Association, Scarborough Civic Action Network, as well as Drop Fees for a Poverty Free Ontario Campaign. The event marked the International Day of Poverty, and addressed issues of employment standards, employment equity, and employment insurance with a local focus. It was attended by over 60 people. The Forum also served as a platform to get involved in the current projects and campaigns of the various organizations present.

Seniors Summit for Income Security

CASSA marked the first anniversary of the Government of Ontario's Poverty Reduction Strategy with Poverty Reduction Forum with a focus on Immigrant Seniors. Topics such as Access to Old Age Benefits, Affordable Transportation and Accessing Health Benefits were discussed. Social justice minded individuals, seniors and seniors' related associations from across the GTA and frontline workers who work with seniors and their families were invited to participate in this forum in December at Humber Summit Library Auditorium in Etobicoke.

Front-line Workers Training Organized by CASSA for effective delivery of services to South Asian Communities:

The front-line workers training program was undertaken by CASSA in response to the need reflected in the consultative sessions with the front line workers to design a training program that would work to address challenges faced by frontline workers when providing services to South Asian communities. We hoped to equip workers with the skills necessary to work with low-income South Asian communities and to enhance their understandings of the intersectionalities that exist within 'clients' identities. This training aimed to help workers learn, the importance to advocate on behalf of their clients and ways in which they can influence the decision making bodies in their organizations. The sessions were built on the personal issues and challenges faced by the front-line workers and their real experiences of overcoming these challenges and promoted a holistic approach to address the different interrelated issues confronted by the workers.

The main themes of the training sessions were:

- Anti-Oppression and addressing "Cultural Sensitivity"
- Legal Rights
- Addressing Health Inequities
- Outreach
- Bridging the Inter-generational Conflict

Around 15 front line workers attended these 6 week sessions and were empowered to face their daily challenges while serving their clients.

Youth Engagement Projects

The South Asian Youth Advisory Committee (SAYAC) is a group of vibrant young activists, leaders and frontline workers within South Asian communities across the GTA. SAYAC meetings organized at CASSA office were aimed to restructure SAYAC by forming a steering committee comprised of 15- 20 individuals so that SAYAC can function as a collective team effort with roles and responsibilities given to the steering committee members based on their individual strengths. The focus of was on identifying different ways of increasing Soya's online presence, commitment on part of members to attend monthly meetings, and identification of 3 topmost issues on which SAYAC will concentrate in future. Terrorism, Gender Equity and Cultural Barriers were identified by participants as issues demanding immediate attention.

SAYAC, under CASSA's banner, held a number of events celebrating youth activism and social justice. CASSA recognizes the importance of promoting youth advocacy and youth engagement in its mission to work towards social justice and endorsing Anti-Oppressions and Anti-Racism campaigns. To promote activism and awareness towards current issues like diversity, among youth, CASSA organized Youth Leadership Retreats and Fires of Resistance events.

Youth Leadership Retreat May 24th, 2009:

SAYAC in partnership with the City of Toronto organized a Youth Leadership Retreat at Nielson House, Scarborough. This retreat was organized, where South Asian youth had the opportunity to develop skills related to leadership in their own communities. The event was well attended by 20 youth from all walks of life and workshops were organized to train them on Leadership skills, Communication and Media skills, Conflict Resolution and Anti-Oppression. The event was also attended by members from the City of Toronto, Parks Forestry & Recreation Division.

Fires of Resistance: Youth Igniting Action May 30th, 2009:

In 2009, the second annual Fires of Resistance youth conference was held at the University of Toronto, Scarborough Campus. Topics at the conference included violence, immigration policies and the racialization of poverty. There were also art based activities and workshops that helped these youth to learn how to use art as a form of activism for social justice issues. This event was attended by over 75 youth. Humble the Poet shared his socially conscious verses as well.

Trailblazers United: Dec 18, 2009:

CASSA organized a networking event "Trailblazers United" for young South Asian community leaders at the Malvern Library, Scarborough. This event was an excellent opportunity for the young leaders to showcase their talents, skills and talk about their projects with fellow community leaders. Young South Asian activists involved in social and economic justice, community development and social service work were encouraged to attend this event.

In the current year CASSA has been working on two related projects within the Youth Engagement portfolio. First is Trailblazers United: South Asian Leadership Series and second is the CASSA Community of Practice/Working Group looking at violence prevention within the South Asian community, especially targeting youth. The topics discussed are domestic violence, mental health, healthy relationships, bullying, conflict resolution, media literacy, social justice issues and racism, among other issues.

The CASSA Community of Practice/Working Group is comprised of front-line workers from about 15 different organizations who are all committed to creating a practical and useful framework to addressing violence prevention within the South Asian community. This group will meet monthly until January 2011 to discuss ideas and common problems in hopes of building more knowledge and tools for South Asian youth and violence prevention.

Health Equity Initiatives

The Health Equity project aimed to bring together community stakeholders to collectively create and support strategies that increased South Asian communities' access to linguistically and culturally appropriate health services. It also aimed to create an equitable access to mental and sexual health services by addressing barriers that exist both internally in South Asian communities and externally in the Health Services sector. The project aimed to achieve its objective through a series of health roundtables, meetings with Local Health Integration Networks (LHINs) and analyzing the research done on health and South Asians in the last ten years.

Throughout the year roundtable discussion were held to address health issues related to the South Asian Community, including:

- Roundtable on South Asians and Chronic Diseases
- Roundtable on South Asians and Mental Health
- Roundtable on South Asians and Sexual Health
- Roundtable on South Asians and Healthcare Governance

These discussions were held to outline the prevention and management of health concerns related to sexual health, mental health challenges and chronic diseases. They were aimed to identify the challenges, barriers and opportunities related to promotions and delivery of programs and services from service providers as well as from the clients' perspective. These were attended by health care providers, health related coalitions, educational/academic institutions, service providers, frontline workers, researchers, professionals in the mental health field and members from Ministry of Health and most importantly South Asian residents living in Ontario.

The participants tried to brain storm possible solutions to the challenges and barriers faced by South Asians and what the role CASSA could play in addressing them, and also what role South Asians could play in health care governance.

In line with the health initiatives it undertook in 2008 and 2009, CASSA released a report titled, "A Diagnosis for Equity: An initial analysis of South Asian Health Inequities in Ontario". This report, written Sheela Subramanian, was released in May 2010 and has been very well received. The goal of "A Diagnosis for Equity" is to affect systemic change through the prioritization of the recommendations for South Asian health equity among key stakeholders.

Other Projects and Initiatives

CASSA's Initiatives under Access and Equity Project:

Under the City of Toronto: Access, Equity and Human Rights (AEHR) & Community Partnership and Investment Program (CPIP), partnerships with community-based organizations are developed in the community to respond to a range of access, equity and human rights issues. This is done to achieve a positive race relations and human rights climate in Toronto. The aim is to maintain a strong community infrastructure for advocacy and community engagement by groups working towards the elimination of barriers faced by human rights protected groups and to focus on human rights issues relating to race relations, gender equity, literacy, disability, sexual orientation, and Aboriginal affairs; and to provide public awareness and anti-racism education campaigns which respect and value Toronto's diverse communities and which target the elimination of hate activity.

As part of this project, CASSA focused on supporting the South Asian Community to have a voice in the City of Toronto. CASSA engaged the South Asian community to address issues of racism, hate crime and discrimination. This project aimed to increase the accessibility and availability of services for South Asian community, particularly South Asian youth, women and seniors. The project comprised of three main activities: Seniors Advocacy Activities, Youth Engagement Activities and Anti-Racism System Change related activities. A major activity was a youth led symposium to increase civic participation among South Asian youth

Communities in Action Projects:

This project was a TCHC - CASSA partnership geared towards the Bengali and Tamil communities with a goal to empower engage and build capacity within tenants living in TCHC, by helping them to self advocate for issues relevant to them, campaign and become community leaders to create and influence positive change. Various meetings were held in different locations in Scarborough and issues such as safety, need for more skill based programs, and lack of funds to integrate these programs was discussed.

A Tamil booklet called "Communities in Action project's Resource booklet for Tamil tenants at the TCHC was launched in August. This booklet was intended to act as a resource guide for tenants, which outlines information such as tenants' rights, workers' rights, list of organizations etc. Around 500 of these booklets were issues and were very well accepted.

A similar resource booklet was launched in October in Bengali. This launch was supported by the South Asian Community Support Canada (SACSC). The event was marked with performances by community members of all age groups and featured speeches from members of South Asian Community Support Canada, City Councilor Janet Davis, as well as representatives of TCHC Buildings and CASSA.

Community Builders Projects:

In August, a community dialogue for the Pakistani community was held in Markham Village Community Centre to discuss issues related to racism and discrimination in the GTA. Special guests included Mohammed Nadeem, Editor-in-Chief of the Pakistan Times, Mubarka Alam, President of the Canadian Guild of Pakistani Women, and Samina Rafaqat, Newcomer Support

Worker at Neighbourhood Link. The event was also attended by local Pakistanis who have faced racism and those who are interested in finding a solution. The community dialogue led to an understanding of what causes racism and how Pakistanis as a community can end discrimination. Participants shared their own stories where they had dealt with racism. Solutions were suggested and the need of such dialogue meetings to build a strong community was emphasized.

Vadukkal/Sargoshian: Resisting Racism & Islamophobia:

Vadukkal/Sargoshian was part of an anti-racism and anti-Islamophobia initiative at CASSA. “Vadukkal” is a Tamil word for when one is hurt inside psychologically, while “Sargoshian” means “Whispers” in Urdu. The booklet describes how instances of Islamophobia and racism can be found everywhere – on television, at school, and under the breath of our co-workers – yet are not openly discussed. The purpose of Vadukkal/Sargoshian was to create a resource for South Asians residing in Scarborough and Markham, and to facilitate discussion around Islamophobia and racism through a community forum and multi-generational meetings. One-on-one interviews were held among seniors, youths and adults and to create a small resource booklet of composite short stories, and information on reporting hate crimes. These booklets were distributed among individuals and organizations through out Southern Ontario. The community forum engaged community members in discussions about viable forms of community support and strategies to counter the backlash and violence that Tamil people South Asian Muslims face.

South Asian Heritage Month Celebrations - May Day:

CASSA, in partnership with Canadian Labour Congress, held their first annual May Day Celebration at the Ontario Labour Federation auditorium to recognize and commemorate South Asian activism within the labour movement, and to highlight the issues involved in the fight for workers' rights. Panel discussion included important issues such as Employment Equity, Temporary Workers' Rights, Unionization, and Employment Insurance Reform. The panelists comprised of prominent South Asian members of the community such as Naveen Mehta from United Food and Commercial Workers Canada, Uzma Shakir - former Executive Director of CASSA & SALCO and current Atkinson Fellow, Mohammed Baksh from United Steelworkers, Mahen Khrishnamoorthy from Unite Here, and activist Rekha Sharma.

CASSA also presented awards to members of the community for their active involvement in the struggle for workers' rights. The event was well attended and received by members from various labour organizations in the GTA.

CASSA 2009-2010 STAFF

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

2009 Staff

Executive Director - Neethan Shan
Administrative Assistant - Farhat Hasan
Administrative Assistant - Pranavan Ganeshalingam
Finance Coordinator – Afsaneh Jamal
Finance Coordinator - Ajay Joshi
Community Engagement Coordinator - Anita Khanna
Poverty Reduction Project Coordinator – Loveleen Kang
Communications Coordinator - Arran Liddel
Events Organizer – Nadia Alam
Events Assistant- Karishma Golani
Community Organizer - Abimanyu Singam
Community Organizer - Anu Radha Verma
Community Organizer – Fariah Chowdhary
Community Organizer - Fatima Sajan
Community Organizer - Keerthy Narayanan
Community Organizer - Nafisa Tanjeem
Community Organizer- Nitole Quader
Consultant – Karishma Kripalani
Consultant – Sena Hussain
Consultant - Sheela Subramanian
Placement Student – Sophia Stanberry

2010 Staff

Executive Director - Neethan Shan
Administrative Assistant - Farhat Hasan
Finance Coordinator - Ajay Joshi
Community Engagement Coordinator - Anita Khanna
Youth Engagement Coordinator – Auvniet K Tehera
Communications Coordinator - Arran Liddel
Community Organizer - Anu Radha Verma
Community Organizer - Keerthy Narayanan
Community Organizer - Nafisa Tanjeem
Intern – Lavenya Rajendra
Intern – Kiran Sibia
Intern – Hafsa Zarook
Consultant – Sena Hussain
Placement Students – Tulsi Naik
Placement Students – Sanjay Sivanathan
Placement Students – Jasmine Lobo

Acknowledgement of Our Funders for 2009

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

Citizenship and Immigration Canada
City of Toronto: Access Equity and Human Rights
City of Toronto: Community Safety Initiative
City of Toronto: Community Services Partnership
George Cedric Metcalf Charitable Foundation
Human Resources and Skills Development Canada
Ministry of Citizenship and Immigration
The Atkinson Charitable Foundation
Toronto Community Housing Corporation (TCHC)

We would like to thank all 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 past year. Thank you all for your dedication and for believing in CASSA.

Thank You for attending CASSA's AGM.

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

You or your organization can also become a member of CASSA, if you wish to support our mission/mandate. Please visit our website www.cassa.on.ca for details on our mission, vision, values and strategic priorities. The members will receive a regular update on various happenings in the social services/social justice field in Ontario's South Asian communities.

Annual membership fee is only \$10 for individuals and \$20 for organizations. Joining as a member will also keep you informed of opportunities about jobs, volunteering and community events. Please visit our website for more information about becoming a member of CASSA and its benefits.

Special thanks to Hafsa Zarook for providing the front cover design. This design was recognized as a winning design in CASSA's first annual South Asian Heritage Month poster competition in May 2010.

**2401 Eglinton Avenue East, #212, Toronto M1K 2N8
Tel. No: (416) 932 1359
Fax No: (416) 932 9305
Email: cassa@cassa.on.ca**