ACROSS BOUNDARIES

21st Annual General Meeting

on December 8th, 2016, Thursday

5:00 pm to 8:00 pm

VISION

Dignified, inclusive and compassionate mental health and addiction services for racialized communities

MISSION

To provide equitable, inclusive and holistic mental health and addiction services for racialized communities within an anti-racism, anti-oppression and anti-Black racism framework

OUR GOALS:

Across Boundaries recognizes that…

- Racism and racial discrimination impacts on the health and mental health of individuals and communities of colour.
- Individual and systematic racism is a barrier to accessing health and mental health care for people of color.
- There is diversity among people of color who, in addition to race, may also be discriminated against based on their religion, language, ethnicity, class, gender, sexual orientation, disabilities, age, country of origin and citizenship status.

OUR VALUES:

Equity

We recognize the intersectionality of identities among racialized communities, and address the disparities related to social location by providing services that are embedded in anti-racism/anti-oppression/anti-Black racism to reflect the needs and realities of our service users

Transparency

We are accountable to our service users and to the communities we serve

Service User and Family-Centered

We recognize the importance of the whole person, and the role of the family and community in their recovery and wellness

Collaborative

We work in partnership with individuals, families, communities and other agencies to build capacity and address the needs of our service users - to support their health and recovery .

Innovative

At Across Boundaries, we are responsive to the ever-changing realities. We include a variety of healing approaches to help achieve and maintain wellness in ways that are meaningful and relevant to the lived experiences, and cultures of our service users.

Holistic

We believe in addressing the interdependence of the spiritual, emotional, mental, physical, social, cultural, linguistic, economic and broader environmental aspects of health that affect the well-being of racialized communities.

"Bringing the gifts that my ancestors gave, I am the dream and the hope of the slave. I rise. I rise. I rise.
~Maya Angelou, "Still I Rise," And Still I Rise

BOARD CHAIR & EXECUTIVE DIRECTOR'S REPORT

December 8th, 2016

As we enter the 3rd decade in the life of Across Boundaries, we are pleased to say that our 21st year was busy, eventful and meaningful and as with past years brought new challenges and new rewards for the agency.

Last year the board approved the agency embark on a conscious journey of **quality improvement** through an accreditation process. This was a big decision as it required investments of time, funds and other resources; however we also knew this was a critical next step for the organization. As we moved through this process, we were astounded that the journey itself produced improvements not only in our practices but also in how we looked at quality in care, how we understood it and how we implemented it. The board, staff and service users were all equally involved and equally dedicated to make this a successful initiative for the agency. We are pleased to announce that on October 31st 2016 Across Boundaries received notification from Accreditation Canada that it was granted the **Accreditation Primer Award**. This was an extremely proud moment for each and every one of us in the organization. The momentum to do more and do better is now embedded within the culture of the agency and we are moving forward to the Qmentum phase which will culminate in October 2018.

Our **Strategic Plan** was to expire this year, however the board commissioned a review of the external environment to help identify urgent pressures needing a response. Finding that our current plan is still in alignment with the strategic priorities of the LHIN and the Ministry, the Board made a decision to extend the current strategic plan for one more year.

A very proud moment for Across Boundaries was being nominated for and being the successful recipient of the **NDP caucus' J.S. Woodsworth's Group Excellence Award**, which is given to organizations for their efforts in the **elimination of racism** in Ontario. It was a great honour to be recognized for our work in addressing the disparities experienced by our communities and the negative outcomes of these experiences on our health and mental health. The marginalization and psychiatrization of racialized individuals as well as the intersection of oppressions experienced at individual and systemic levels continues to batter and isolate us. While we are pleased with this award we are indeed aware that a lot more has to be done. We are committed to addressing racism/oppression and anti-Black racism at every juncture of our collective lives and ensuring it is central in all our conversations and work.

We have been particularly active on a number of **provincial committees** and proud of our efforts on these committees to ensure that the voices and experiences of our communities are not silenced due to exclusion, lack of representation, or recognition of historical experiences of racism and colonization. We strive to ensure that these are included in discussions of equity and that this lens informs the deliberations and recommendations of these provincial committees. We are a part of the **Ministry of Health's Mental Health and Addictions Leadership Council** and the **Ministry of Housing and Municipal Affairs Expert Advisory Panel on Homelessness**. There is no acceptable reason or excuse

for not recognizing the lived realities of racialized, Black and other marginalized communities, and Ontario has a duty to ensure it provides **"Excellent Care for All"**.

We continued the revamping of our **transitional aged youth** program and built a new partnership with the Black Creek Community Health Centre. This situates our youth program very nicely within a health centre and provides our youth a continuum of care for their health care needs.

Across Boundaries embarked on a **national project** with the **Institute for Research and Development on Inclusion and Society (IRIS)** to look at racialized, migrant, Aboriginal & women with intellectual disabilities who are at high risk of violence both inside and outside their homes. This is a multi-level (individual, local, provincial and national) and multi-year project which aims to bring local learnings to provincial and national tables in order to effect overall systemic change through policy development. Across Boundaries is excited to co-lead this effort in the Toronto region with the Native Women's Resource Centre.

Another exciting and unique activity is the **New Horizons project** which aims to reduce social isolation **for older adults** due to language barriers, mental health issues, grief and loss. This will be done by archiving their memories through story telling via different mediums as well as creating new memories by facilitating connections with other older adult groups across Toronto.

Last year we saw the loss of a service user, **Andrew Loku** at the hands of the Toronto Police Services. Across Boundaries raised its voice with others in asking for a review of the circumstances and has continued to be invested in supporting the calls for justice for our service user through calls for an inquest. A few months ago the Coroner's Office confirmed that an inquest will be conducted. Across Boundaries will continue to centre Anti-Black racism which resulted in this tragedy and continue to push for an inclusion of this lens in the Coroners' deliberations. This has been a difficult journey for the family of Andrew Loku, his communities his peers, and workers at Across Boundaries, and we look forward to real justice which will bring real closure for all.

This report is submitted with thanks to the tireless efforts of the board, the management and staff to continue to keep the organization current and responsive to the community's needs as well as the needs of each and every one of our service users. We take pride in what we have accomplished to date and we are humbled to know that we have a lot more to achieve. We look to the partnerships and collaborations we have developed both internally and externally in ensuring our vision of providing "Dignified, inclusive and compassionate mental health and addiction services for racialized communities" continues to be realized at Across Boundaries and beyond.

I. Abdillahi – Board Chair
Aseefa Sarang – Executive Director

ACROSS BOUNDARIES: AN ETHNORACIAL MENTAL HEALTH CENTRE

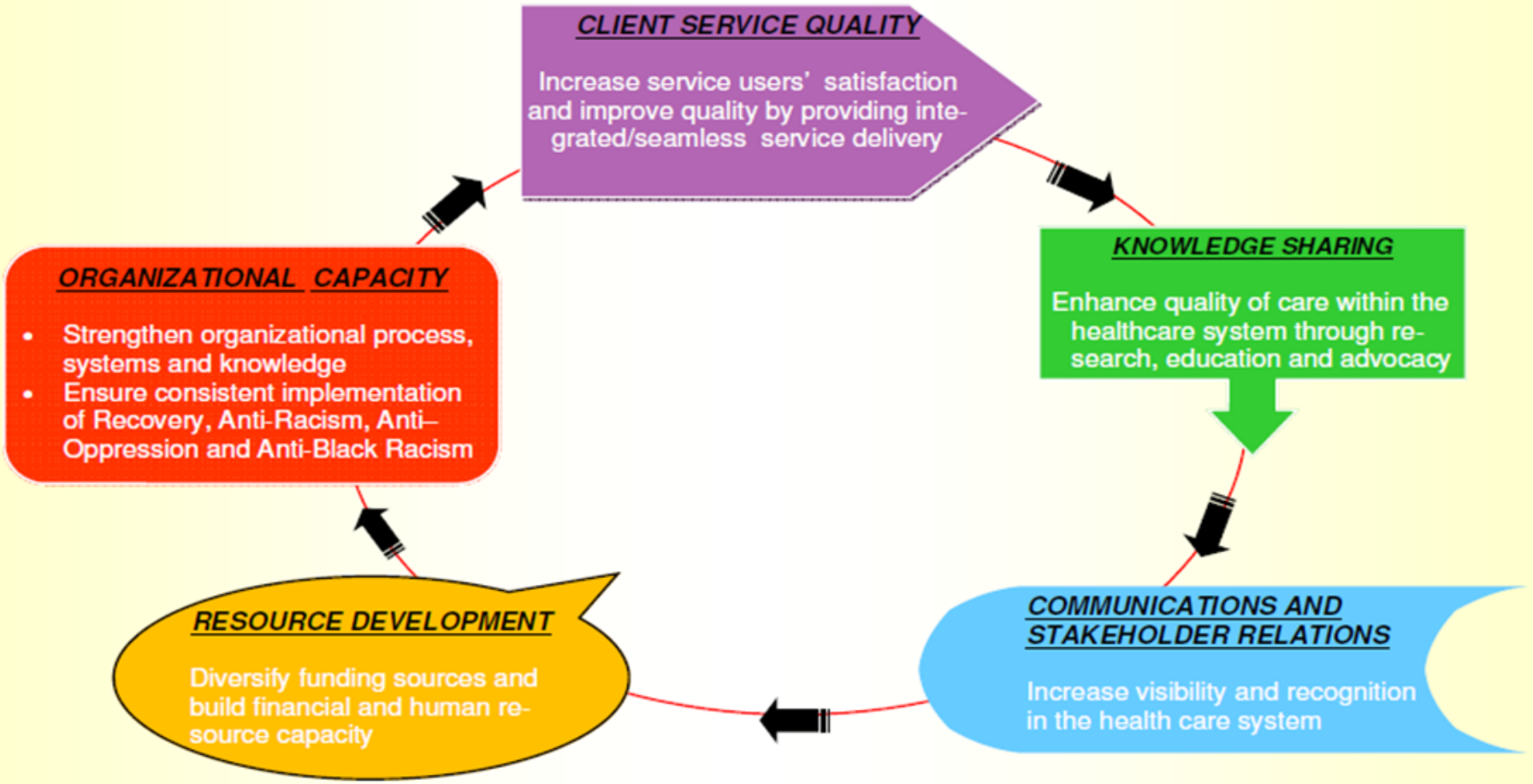
STATEMENT OF CASH FLOWS

YEAR ENDED MARCH 31, 2016

	2016	2015
Cash flows from operating activities		
Cash received from Central LHIN	$ 2,396,136	$ 2,988,588
Other grants/contributions received	66,791	130,188
Other income received	10,986	1,582
Interest received	3,004	4,332
Cash paid to employees and suppliers	(2,692,706)	(2,867,604)
	(215,789)	257,086
Cash flows from investing and financing activities		
Capital assets funding - Central Local Health Integration Network	84,427	-
Purchase of furniture and equipment	(84,427)	-
	-	-
Change in cash and short-term deposit during the year	(215,789)	257,086
Cash and short term deposit - at beginning of year	907,480	650,394
Cash and short-term deposit - at end of year	691,691	907,480
Cash and short-term deposit is comprised of:		
Cash	378,856	597,648
Short-term deposit	312,835	309,832
	$ 691,691	$ 907,480

ACROSS BOUNDARIES

STRATEGIC PLAN 2013-2017



DRAFT Minutes of the 20th Annual General Meeting of Across Boundaries

Thursday, November 26th, 2015, 6:00 pm

51 Clarkson Ave., Toronto, Ontario, M6E 2T5

1.Welcome from the Chair

Board Chair Idil Abdillahi, welcomed the guests to the 20th annual general meeting and thanked members of the Board, members of the organization, students, volunteers, funders, and service users for their continued advocacy for and support to Across Boundaries over the past year. The Chair next thanked the staff and management for their consistent hard work. She also acknowledged all service users who continued to make Across Boundaries a vibrant place to be.

2. Approval of Agenda

The agenda of the meeting was approved as amended.
Moved by: Mr. Jaggernath
Seconded: Emily Williams CARRIED

3. Approval of Previous Year's Minutes

The minutes of the 19th annual general meeting held on September 29, 2014 were approved as circulated:
Moved by: Bert Ramkhalawan
Seconded by: Emily Williams CARRIED

4. Executive Director's Report

Aseefa presented her report, emphasizing the milestone of reaching the 20th year in service and acknowledged folks who have been with the agency from day one. She informed everyone that there will be a proper celebration for the 20th Anniversary in the first quarter of 2016. Aseefa presented an update on the organizational Strategic Plan (2013-2016), and the importance of Anti-Black Racism framework. Aseefa acknowledged the hard work and dedication of the staff and Board of Directors and thanked all service users for their continued support.

Program Managers, Ian and Doret were then invited to present on their respective programs.

5. Treasurer's Report

Presentation of Financial Report

Woody Wu, Treasurer of the Board, presented the audited financial statements for the year ending March 31, 2015, which had been reviewed by the Board of Directors.. Woody stated that Across Boundaries has been very strong and stable, receiving its majority funding from Central LHIN, as well as some income from substantial donations and other revenue. Woody attested that Across Boundaries finances were managed responsibly. He moved a motion for approval of the Audited Financial Statements for the fiscal year 2014-2015.

Moved by: Woody Wu

Seconded by: Eslyn Adonis CARRIED

ii) Appointment of Auditor

Woody made a motion to appoint the firm of Clarke Henning LLP, to be the auditors for Across Boundaries for the fiscal year 2015-2016.

Moved by: Jean Gayle
Seconded by: Emily WIlliams CARRIED

6. By-Law Amendments

Andi Shi presented the current by-laws and all proposed changes.

Motion to accept the amended by-laws made by: Saereen Qureshi
Seconded by: Andrew Steaman CARRIED

7. Nominations Committee Report

The slate of nominees for the Board (2015-2016) was proposed as circulated. The following slate was tabled:

Idil Abdillahi, Akanksha (Anne) Motwani, Zahra Binbrek, Raju Bains, Andi Shi, Woody Wu and Fay Sun

Moved by: Eslyn Adonis
Seconded by: Fay Sun CARRIED

8. Adjournment and Thanks

There being no other business the 20th annual general meeting of Across Boundaries was brought to a close. Meeting was adjourned at 7:05pm

Moved by: Bert Ramkhalawan
Seconded by: Anne Motwani CARRRIED

9. Program Presentations:

Program Coordinator Lorraine Payne invited Caroline Kwok to speak to the 8-week workshop, “Peer Support Program” and distribute certificates to the service users who had successfully completed the workshop.

Several service users shared the story of their personal journies with Across Boundaries and how the programs were instrumental in their recoveries.

"No one is born hating another person because of the colour of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite."

-Nelson Mandela

Across Boundaries
Program and Services Report

ADULT MENTAL HEALTH PROGRAM

Adult Mental Health (AMH) program provides continuous supports to over 130 service users annually, providing intensive Case Management supports and counselling, advocacy and training/ education for optimum health and mental health. The AMH staff team relies on referrals from ACCESS Point, community outreach, community engagements and culturally specific programs in the GTA community such as the Tamil group in the Jane and Finch area. The Farsi-speaking Group met once per week for a 12 week CBT program and the response was excellent with consistent turnout and participation. The Caribbean Group is presently involved in its third cycle of an 8 week community interaction program which is Co-facilitated by our partners at Women's Health in Women's Hands.

During the last year, the agency was involved in the accreditation process and it was great to see how everyone worked together to ensure the process was a successful one for the organization. The AMH staff members continue to perform non-intrusive clinical practices , always respecting the service user's choice to work with them from "where they are at and not where we would like them to be". Our Case Manager's take advantage of three consulting Psychiatrists on site who provide assessment for service users and clinical education/consultations for staff and/or service users once per week as part of the Multi-disciplinary team approach.

TRANSITIONAL AGED YOUTH (TAY PROGRAM)

The TAY program continues to be housed at the Black Creek Community Health Centre and our dedicated Youth staff team creatively seeks out different options to connect with and engage youth. This can take the form of a Youth Advisory Committee, active social programming such as Young Man's and Young Women's groups, external Presentations on Mental Health and Addictions in the school boards, as well as, other agencies. We continue to focus on providing a more robust array of services that are streamlined and accessible to our racialized youth population. This will include Trauma-informed care with early intervention strategies and "rapid response" to services and treatment. Family support group is a new component added this past year which enhances our work with family members and caregivers. Based on youth feedback, we will continue to find ways for them to participate and communicate on Across Boundaries social media platforms such as Facebook, Twitter and Instagram. We will continue to make our programs more accessible as we look into extended hours, a warm line, and virtual counselling options.

SOCIAL REHAB PROGRAMS

Social Rehabilitation programming continues to evolve year after year. As part of the Accreditation process the Service User Advisor Committee was fully engaged in and informed the development of various policies. We wanted to ensure their voices were included in a meaningful way and moving forward this will continue. From focus group consultations to Service User Advisory Committee meetings, our service

users helped to create and develop the Service User "Bill of Rights and Responsibilities". Further creation of proper signage in and around the agency, stricter rules being adhered to in the Community Kitchen space to comply with Public Health mandate and proper handling of food. Considered to be the heartbeat of the agency, Social Rehab is a well-attended program seeing as many as 30-50 participants daily for both breakfast and hot lunch, Monday to Friday each week. The suggestion box for service users continues to be another confidential option for them to communicate their thoughts and concerns anonymously if they chose. Emphasis continues to be placed on letting the service users know that their voices and opinions matter.

Service Users were heavily involved in the Consumer Survivor Initiative program which encourages them to practice their skills in the kitchen during meal preparations . Along with the regularly identified weekly programs such as Women's Group, Men's Group, Life Skills, ESL, Computers 101, Music Therapy, Creative Expression, Traditional Chinese Medicine (TCM), Yoga, Chi Qong, Current Events and Tamil Peer-Support Storefront, comes a list of others which keep the Service Users interested

and involved. This past year witnessed a Food Handlers Certification course for service users, Peer-led Support Group, Seniors Group thanks to new funding, eight week Budgeting Workshop and a "walking group" to name a few. This years summer trips saw the group attend Bronte Provincial Park in Burlington, Ontario, as well as, the ROM, Centre Island and High Park to name a few. The facilitated group provides education, skill development and access to resources to improve personal and interpersonal recovery for each individual. The programs also give service users opportunities for leadership and confidence building/ empowerment. We emphasize that mental health/addiction should not be a limitation which does not allow them to explore, experience and enjoy all that life has to offer.

Learning continued through interactive learning sessions with the service users on education and empowerment issues. These workshops are held once per month and address issues of race, gender, institutional and systemic racism and oppression. We continue to provide our service users with access to our consulting Psychiatrists who are on site once a week to provide assessment for service users and clinical education/ consultations for staff and/or service users. This like everything else mentioned is a crit-

WEEKLY PROGRAMS

- Women's Group
- Men's Group
- Life Skills
- ESL
- Computer 101
- Music Therapy
- Creative Expression
- Traditional Chinese Medicine (TCM)
- Yoga
- Chi Qong
- Peer Support
- Current Events
- Tamil-Peer Support: Jane/ Finch & Storefront

ical part of our programs.

The aim is to teach and encourage self-care, healing methods and healthy life-styles using a holistic, whole person approach to care.

MENTAL HEALTH AND JUSTICE PROGRAM

The Mental Health and Justice Program began in 2005 in partnership with the Canadian Mental Health Association of Toronto (CMHA). Across Boundaries continues to maintain this partnership and provides case management services for thirty four service users from racialized communities, who are dealing with mental health and/or concurrent disorders, and

have been or is currently involved with the criminal justice system. Given the positive correlation between healthy outcomes and safe, affordable and stable housing, the program helps service users to secure housing. These housing units are located throughout Toronto. CMHA is the lease holder for these housing units.

Our Case Managers support and advo-

cate on behalf of service users to assist them in navigating the criminal justice system. At the same time, staff collaborate with the service users to develop life goals, coping strategies, critical insights, and social integration to ensure stability and therapeutic outcomes.

The Mental Health and Justice Program is primarily geared to serving racialized individuals who have been released from custody and identifies or has been assessed as living with a mental health challenge. These individuals often experience gaps in anti-racism, anti-oppression, and anti-Black racism focused community mental health services and supports. Across Boundaries fills this gap by providing responsive, holistic, anti-oppression, anti-Black racism focused services. This kind of practice prioritizes service user's autonomy, self-determination and dignity.

Recognizing that there is an over-representation of racialized individuals in the criminal justice system, Case Managers in this program continue to challenge systemic barriers and in so doing have helped many service users to secure gains and have their needs met.

SHORT TERM CRISIS BED

This program works to support men and women who are involved with the criminal justice system and are living with a mental health challenge and/or concurrent disorders. The Program is designed to offer six months of support to service users. The majority of referrals to this program are from the criminal justice system (traditional court or mental health court). Referrals can also be from the service users themselves, or family and community members. The service users may already have been discharged from prison or are about to be released.

Recognizing that many racialized individuals do not receive the appropriate mental health care when they are incarcerated, the Case Manager will work with the individual, family members, and other community stakeholders to ensure that participants in this program are referred to appropriate psychiatric, medical, and other alternative support and services. The alternative service/supports at Across Boundaries, include expressive art therapy, yoga,

acupuncture, music therapy, participation and access to the community kitchen, among others.

The Case Manager will collaborate with the service user and other members in the circle of care team to advocate for any outstanding court matters to be heard in mental health court. Mental health court staff are trained and sensitized to dealing with issues of mental health and concurrent disorders. The Case Manager will work with service users in this Program to secure crisis short term or more long term housing. The Case Manager accompanies service users to court and will also coordinate and participate in community service coordination meetings. Recognizing that family support is integral to the service user's recovery, the Case Manager will also facilitate ongoing meetings with family members to strengthen the family support network. The Case Manager continuously strives to form a therapeutic relationship with all service users to foster a more collaborative, respectful, and responsive partnership to develop goals and treatment plans. To this end, for those service users who need more intensive therapeutic support, the Case Manager can draw on support of the Across Boundaries Multidisciplinary team.

AT HOME PROGRAM

The At Home/Chez Soi Program serves racialized individuals who are identified or assessed to be living with mental health or concurrent disorders. This program began as nation-wide project held in 5 majors cities across Canada. This included Toronto. The project began on April 1, 2009 and was funded by the Mental Health Commission of Canada (MHCC). On February 12, 2013, The Toronto site project received permanent Government of Ontario funding via the Ministry of Health and Long-Term Care. Later, funding for the program was shifted from Housing Connections to the Local Health Integration Networks (LHIN). The referrals to this program are made through Access Point.

The AT Home/Chez Soi Program at Across Boundaries is a joint partnership between COTA and North Toronto Support Services. The program operates from a housing first principle which recognizes that the attainment of housing security positively correlates with healthy outcomes. As such, each participant in the program is provided with a housing subsidy which is geared to income. Service users also receive intensive community-based Case Management support/services. Similar to other programs at Across Boundaries, service users have access to programs in the social rehab program, the Multidisciplinary Team, psychiatry, and psychotherapy services and supports.

During the past fiscal year the Program provided support/services to 147 service users. Recovery in this program is conceptualized as being self-directed, individualized, respectful of autonomy and self-determination, strength-based, and non-linear; Case Managers strive to facilitate a therapeutic relationship at the service user's pace and direction.

The At Home/Chez-Soi housing model is based on the model developed by Pathways "Housing First" program, which operates with historic success within the U.S. Across Boundaries will continue to provide this specialized and intensive, community-based case management support to 147 racialized participants with a history of homelessness and mental health issues. 92% of our past participants have retained their housing, and the program's 6 Case Managers have supported countless clients to successfully achieve recovery goals including addressing mental health symptoms, enhancing life skills, immigration, education, training, and employment, among others.

Housing First Program

The Housing First Program is a joint program between Across Boundaries and the Canadian Mental Health Association (CMHA). Referrals to this program are made through a variety of sources including self-referrals, family members, Access Point. Many service users in this program are living with homelessness or are pre-

cariously housed. The Case Managers work with individuals to identify life challenges and to collaboratively determine service goals. The Case Managers also engage in advocacy and referrals to other services and supports as required.

A unique aspect of this program is its peer support component. Service users in this program also have access to a Nurse who facilitates community-based services.

In the past fiscal year this program served 32 service users.

Press Conference July 8th, 2015

20th Anniversary Celebration March 31, 2016

Our special thanks to our funder, donors, service partners, volunteers, facilitators, consultants, students and participants of our programs who have helped us in numerous day-to-day tasks.

Our Funder:

Your support has helped us make our programs the success that they are:

- **Central - Local Health Integrated Network - (C-LHIN)**

Ontario
Central Local Health Integration Network

Our Formal Service Partners

- Addiction Services York Region
- Afghan Women's Org
- CMHA Toronto
- CMHA-York
- COTA Health
- Griffin Centre
- Jamaican Canadian Association
- Mainstay Housing
- San Romanoway Revitalization Association
- Toronto North Services

Facilitators, Volunteers, Consultants, Students and Participants

- Bemjamin, Dr. Akua
- Birenbaum, Shelley, JD MSW MBE
- Hay, Brandon,
- Kafele, Kwasi
- Khorasani, Dr. Kasra
- Kumar, Dr. Sameer
- Kwok, Carolyn
- Lee, Kanae
- Lewis, Ivan, CMHA
- Lo, Dr. Hung Tat
- Lurie, Steve
- Martinez, Shane
- McKenzie, Kwame
- McPherson, Patricia
- Moore, Ira
- Morris, Kofi
- Nangwaya, Ajamu - Ph.D.
- Nurani, Fazila
- Perez, Fidel
- Pon, Gordon, Ph.D.
- Qian, Bill
- Raju, Priya Dr.
- Virani, Rasia
- Wang, Dr. Chao

" You must never be fearful about what you are doing when it is right."

- Rosa Parks

COMMUNITY AGENCY COLLABORATION

- ACESS Points
- Addictions & Mental Health Ontario (AMHO)
- Arts Gallery of Ontario (AGO)
- Adam's House
- Ad Hoc Committee on Homelessness,
- Social Isolation and Mental Health Reform
- Afghan Women's Organization
- Afghan Association of Ontario
- African Canadian Legal Clinic (ACLC)
- Assaulted Women's Helpline
- Aurora Cultural Centre
- Best Practices for Working with Homeless, Immigrant & Refugees
- Black Creek Community Health Centre
- Black Inmate and Friends Assembly (BIFA)
- Bloor Information and Life Skills Centre
- Booth Industries
- Burnhamthorpe Adult Learning Centre
- Canadian Centre for Victims of Torture (CCVT)
- Canadian Mental Health Association (CMHA) - Toronto & York
- Catholic Cross Cultural Services
- Centenary Hospital (Mental Health Clinic)
- Centennial College
- Central LHIN Mental Health and Addiction Network
- Centre for Addiction and Mental Health (CAMH)
- Chinese Acupuncture and Herbal Clinic
- Colour of Change Network
- Concurrent Disorder Support Services
- COTA Health
- Community Treatment Order Advisory and Evaluation Committee
- COSTI
- Council of Agencies Serving South Asians - (CASSA)
- Delta Family And Child Services
- Dixon Community Services
- East Metro Youth Services
- East Scarborough Storefront
- Ecuhome Corporation
- Emery C.I.
- Ethnoracial Disabilities Coalition of Ontario
- Family Mental Health Everywhere (FAME)
- Family Outreach and Response Program
- Family Service Association of Toronto
- Fort York Residence
- Fred Victor Centre
- Friends of Alternative & Complementary Therapy (FACT)
- George Brown College
- Gerstein Centre

- Griffin Centre
- Harmony Hall, North York
- Health Equity Council
- Health and Racism Working Group
- Homeward
- Hong Fook Mental Health Association
- Houselink
- Humber College
- Humber River Regional Hospital
- Jane and Finch Community and Legal Services
- Jane and Finch Community and Family Centre
- Kipling C.I
- Lawrence Heights Community Health Centre
- Liaison Division #12 Metro East
- Livonia Place, Scarborough
- Mainstay Supportive Housing
- Malvern community
- Margaret Fraser House
- Mennonite New Life Centre
- Mental Health and Justice Initiative Network
- Metro East Detention Centre
- Metro Toronto Police Community -
- Metro West Detention Centre
- Midaynta Somali Association
- Mount Sinai Hospital
- Nellie's Hostel
- North York General Hospital -
- Department of Psychiatry, and Substance Abuse Program and Mental Health
- North York Woman Centre
- Ontario Federation of Mental Health & Addiction Program
- Ontario Council of Agencies Serving Immigrants (OCASI)
- Promoting Economic Action Through Community Health (PEACH)
- Regeneration
- Rexdale Community Health Centre
- Rouge Valley Mental Health System
- Royal Ontario Museum (ROM)
- Ryerson University, Department of Social Work
- Sabawoon Afghan Family Education and Counselling Centre (SAFE)
- Saint Elizabeth Mobile Crisis
- Saint Joseph's Hospital
- Saint Michael's Hospital
- Salvation Army Maxwell Meghan Centre
- San Romanoway Revitalization
- Scarborough General Hospital Day Clinic and Forensic Case Management Program
- Schizophrenia Society of Ontario
- Seaton House
- Sistering
- South Asian Women Centre South
- South Asian Legal Clinic of Ontario (SALCO)

- South East Toronto Mental Health Network
- South Etobicoke Community Legal Services
- Supportive Housing in Peel
- Supportive Housing and Diversity (SHAD)
- The Stop Community Food Centre
- Toronto Community Housing Corporation (TCHC)
- Toronto Central LHIN Diversity Project Committee
- Toronto North Support Service
- Toronto Bail Program - Mental Health Coordinator -
- Cultural Competency Position Paper Committee
- Toronto District School Board
- Toronto Parks, Forestry and Recreation
- Toronto Western hospital
- Turning Point Youth Shelter
- University of Toronto, School of Nursing
- Vasantham: A Tamil Seniors Wellness Centre
- Villanova Foundation
- Whitby Mental Health Centre
- Womens' Counselling, Referral and Education Centre (WREC)
- Womens Health In Womens Hands
- York Support Services Network
- York University, Social Work
- Youth Court Action Plan Program
- Youth Inc.
- 416 Drop in Center
- 519 Church Street Community Centre

OUR TEAM

BOARD MEMBERS 2015-2016

* I. Abdillahi (Chair)
* Akanksha (Anne) Motwani (Vice - Chair)
* Zahra Binbrek
* Andi Shi
* Raju Bains
* Di “Woody” Wu (Treasurer)
* Fay Sun

MANAGEMENT TEAM 2015-2016

Aseefa Sarang - Executive Director

Ian Messam - Program Manager

Doret Phillips - Program Manager

Genoveva Policarpio - Office Manager

STAFF 2015-2016

Aby Thomas Pullemkannappallil

Andrew Abraham

Carmen Contreras, BSW

Chantelle Brown-Kent, BSW, MSW

Christopher Elcock

Devi Kirkham

Dorrett Miller

Hoda Samater, BA, BSW, MSW

Isabelle Lee

Jackie Patterson

Joann Boswell-Givans, BSW, MSW

Kanthimathy Anandakumar

Katherine Mendoza

Lorraine Payne

Mariam Saleh, RW, MSW

Mohammad Molaei

Namrta Mohan

Nissa Francis

Olivia Han Yi Li

Peri Vyramuthu

Peter Ackie

Qudsia Hadizai

Ruqia Hassan

Sagal Mohamoud

Shen Adachi

Steve Ramnath,

Tanya Hemley

Tegeste Emiru

Wairimu Njoroge, BSW, MSW

Wendy Munemo

Racism is still with us. But it is up to us to prepare our children for what they have to meet, and, hopefully, we shall overcome.

- Rosa Parks

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