Annual Report 2016—2017

22\textsuperscript{nd} Annual General Meeting
Monday, December 4\textsuperscript{th}, 2017
5:00 pm to 9:00 pm
Dignified, inclusive and compassionate mental health and addiction services for racialized communities

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

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.

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.

It always seem impossible until its done.

- Nelson Mandela
It is with great pleasure we present the 22nd annual Board Chair and Executive Director report to the membership.

One thing that can be said for sure, is that life is never boring at Across Boundaries! While there is evolution and change in the external environment, there is always movement and maturity within the organization. There is also a never ending stream of opportunities to continue to advocate for the voices of racialized, marginalized communities and it is a combination of these which we will outline in this report.

Last year saw a renewed focus on the internal work teams at Across Boundaries as we aim to make the working experience a rewarding one for our staff and to strengthen overall competencies through learning, teaching and growth. Thus we engaged in a review of the management structure not only to ensure it is responsive to the evolving needs of the sector, but also to the needs of the staff and the agency. The results of the restructure have been shared with the staff and implementation plans are in place. One particular recommendation is to designate team leads and the formalizing of this recommendation will result in additional leadership opportunities for staff. We are very pleased and excited about this new initiative.

As many may be aware, we have been involved in the search for justice and closure in the death of our service user, Andrew Loku, and to that end we had added our voices in demanding an inquest into his death. When the inquest was announced, Across Boundaries invested a lot of time and resources to ensure we had good organizational standing at the inquest and that all the facts as they related to Andrews’ life were shared fully. It was in the interest of racialized communities that the jury recommendations be meaningful and go towards avoiding similar deaths at the hands of the Toronto Police in the future. We are indeed pleased that our efforts resulted in a set of recommendations, while not perfect; highlight the intersection of race, mental health and the police, and even more importantly, the prevalence of anti-Black racism and the need to address it. We will continue to follow up with the relevant institutional bodies to ensure the recommendations are in fact responded to and implemented.

Our participation on the Ministry of Health’s Mental Health and Addiction Leadership Council has been a valuable one. We have been instrumental in ensuring voices of marginalized communities, continue to stay centred in the discussions and input from the community was gathered to inform the final recommendations. The reports from the Council to the Minister are a testimony to that effort. We will continue to monitor and inform future work of the Ministry in various ways, holding them accountable to their commitments to equity.

Across Boundaries had received various amounts of funding from different sources. One such funding was from New Horizons for Seniors, to address the social isolation faced by seniors through activities within the city and connections with other seniors programs. This program was completed successfully and we are pleased to report that we have been able to continue this group by rolling it into our ongoing programming. Two other funded projects through a partnership with IRIS (Institute for Research and Development on Inclusion and Society) are focused on violence against women and women and homelessness. These projects will allow us to focus on the issue of violence and homelessness but through the lens of racialization, and work specifically with our target communities. This work is currently ongoing.
An update on our strategic plan:. As reported last year, the board had made a decision to do a refresher of the plan and extend the existing plan for another year, based on a review of the external and internal environments. This extension is being continued and we will engage in a full strategic planning process in the new fiscal year. Having said that, we have continued to monitor the relevance of the existing plan and alignment with LHIN priorities and are satisfied that we are in sync.

Our accreditation process continues in full force - we are leading up to the Qmentum phase in October 2018, which is a more comprehensive process than the primer phase, which we completed successfully last year. While the Board has been fully engaged in ensuring they support the ongoing work through governance, the Across Boundaries Service User Advisory Committee is another key group which is able to provide input and feedback on the policies and their implementation. These are then supported by the Quality Improvement Committee of the staff which has been instrumental in ensuring a culture of quality and improved services is created and maintained within the organization. A full team effort is in place and we are confident of another highly successful outcome by this time next year!

We are pleased to submit this overview of key activities within the organization to the membership. This snapshot does not capture the hours of work contributed by every person within the organization be it staff, management, students, service users and of course our Board members. We would like to thank each and every individual who has had a hand in the success of the organization and look forward to many years of continued growth.

Finally we want to thank our service users who provide us the opportunity to serve them and are instrumental in holding our feet to the fire if we are not in full form! We expect the engagement and leadership of our service users and family members to be a key driving force at Across Boundaries.

Thank you!

Anne Motwani-Forsyth
Board Chair

Aseefa Sarang
Executive Director

A small body of determined spirits fired by an unquenchable faith in their mission can alter the course of history.

- Mahatma Gandhi
**Strategic Plan 2013-2017**

**Client Service Quality**
Increase service users’ satisfaction and improve quality by providing integrated/seamless service delivery.

**Organizational Capacity**
- Strengthen organizational process, systems and knowledge
- Ensure consistent implementation of Recovery, Anti-Racism, Anti-Oppression and Anti-Black Racism

**Resource Development**
Diversify funding sources and build financial and human resource capacity

**Knowledge Sharing**
Enhance quality of care within the healthcare system through research, education and advocacy

**Communications and Stakeholder Relations**
Increase visibility and recognition in the health care system
DRAFT Minutes of the 21st Annual General Meeting of Across Boundaries
Thursday, December 8th, 2016, 6:00 pm
51 Clarkson Ave., Toronto, Ontario, M6E 2T5

AGENDA:
1. Welcome from the Chair
2. Approval of the Agenda
3. Approval of Previous Year’s Minutes
4. Executive Director’s Report
5. Treasurer’s Report
   - Acceptance of Financial Report
   - Appointment of Auditor
6. Nominations Committee Report
   - Election of Board of Directors
7. Adjournment and Thanks

Minutes of the Twenty First Annual General Meeting held at 51 Clarkson Avenue on November 26, 2015

1. Welcome from the Chair

Board Member Andi Shi stepped in on behalf of the Board Chair Ilid Abdillahi, and opened the evening. He welcomed over 50 attendees to the 21st annual general meeting and thanked members of the Board, members of the organization, students, volunteers, funders, and service users for their continued advocacy to Across Boundaries over the past year. He acknowledged the hard work and dedication of the staff and management before proceeding to provide an overview of the distributed Annual Report, which detailed Across Boundaries activities over the last fiscal year.

He then introduced Lorraine Payne, Program Coordinator to present the Food Handlers Certificates to service users who completed the training. Lorraine also announced the upcoming Winter Celebration on December 15th and shared the sad news of the passing away of a service user. Everyone was requested to offer a 10 seconds of silence to give honor and respect.

2. Approval of Agenda

The agenda of the meeting was approved as circulated.

Moved by: Fidel Perez
Seconded: Bert Ramkhalawan  CARRIED

3. Approval of Previous Year’s Minutes

The minutes of the 20th annual general meeting held on November 26, 2015 were approved as circulated:

Moved by: Andrew Steaman
Seconded by: Alice Morgan CARRIED

4. Executive Director’s Report

i.) Aseefa welcomed everyone to the 21st AGM and presented her report.

• Slideshow presentation about Across Boundaries’ journey over the last fiscal year.
• Aseefa gave a highlight of events that occurred in Across Boundaries’ 20th anniversary celebration (March 31, 2016) which was held at Meridian Banquet Hall. Guest Speakers were: Marco Mendicino, MP & Kim Baker, CLHIN CEO.
• Lorraine Payne received the staff appreciation award.
• Update re Accreditation: AB successfully completed the Accreditation Primer (October 14, 2016) and will continue working on quality improvement goals with QMentum. Staff & Service Users were appreciated for their effort and enthusiasm. Wangari Muriuki, Accreditation Consultant, was also acknowledged for her guidance and
experts in developing standards-driven policy structure and quality measures for continued improvement.

- Update re Strategic Plan: expiring this 2016, AB is still aligned with the Strategic Plan and will extend for another year and gear up moving forward.
- Across Boundaries got nominated and received the 19 th Annual J.S. Woodsworth Group Excellence Award to honor Ontarians for their work to end racism. The plaque was presented by Andrea Horwath, NDP Leader on May 29, 2016.

Across Boundaries participation on Ministry Committees:
Mental Health and Addictions Leadership Advisory Council
Ministry of Housing and Municipal Affairs – Expert Advisory Panel on Homelessness.

Aseefa concluded her report by expressing gratitude to everyone for their support.

ii.) Anne Forsyth, Vice Chair, also got the chance to thank all staff, Aseefa, and the Service Users for a busy yet productive year and for passing the Accreditation Primer.

5. Treasurer’s Report

Presentation of Financial Report
Woody Wu, Treasurer of the Board, presented the audited financial statements for the year ended March 31, 2016, which have been reviewed by the Board of Directors. He said that a full copy of Auditor’s Report may be requested. 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 2015-2016.

Moved by: Woody Wu
Seconded by: Bert Ramkhalawan CARRIED

Woody also conveyed the message to everyone about the passing of Vinay Raja, Across Boundaries Auditor for the past 10 years.

Vinay will be missed.

The Board has made a decision in the selection of an Auditing Firm for the fiscal year 2016-2017 – they are Hogg, Shain & Scheck Professional Corporation.

ii) Appointment of Auditor

Woody also made a motion to appoint the firm of Hogg, Shain & Scheck Professional Corporation, to be the auditors for Across Boundaries for the fiscal year 2016-2017.

Moved by: Woody Wu
Seconded by: Carmen Talavera CARRIED

6. Nominations Committee Report

The slate of nominees for the Board (2016-2017) was proposed as circulated. The following slate was tabled:

Akanksha (Anne) Forsyth
Andi Shi
Zahra Binbrek
Raju Bains

Returning Board:
Woody Wu
Fay Sun

Moved by: Woody Wu
Seconded by: Samira Ahmed CARRIED

Andi gave a brief profile of each Board Member.

7. Adjournment and Thanks

There being no other business the 21 st Annual General Meeting of Across Boundaries was brought to a close. Meeting was adjourned at 7:30 pm.

Moved by: Bert Ramkhalawan
Seconded by: Carmen Talavera CARRIED
ACROSS BOUNDARIES: An Ethnoracial Mental Health Centre
Statement of Operations
Year Ended March 31, 2017

Revenue = $2,754,609

Expenses = $2,735,189
Adult Mental Health Program (AMH)

Across Boundaries Adult Mental Health Program (AMH) provides intensive Case Management, supports, counseling, advocacy, training, and education to over 130 annual users of the service. Our service users, staff members, and community stakeholders continue to reap the benefits of our Anti-Racism, Anti-Oppression, and Resisting Anti-Black Racism framework through equity and accessibility of services for racialized people. The AMH staff team relies on referrals from ACCESS Point; community outreach and engagement; and culturally-specific programs in the GTA such as the Jane-Finch Tamil group. The Caribbean Group is prospering thanks to the knowledge and guidance of several Caribbean Case Workers, and to the co-facilitation by our partners at Women’s Health in Women’s Hands.

AMH staff members perform their work using the most non-intrusive available clinical practices, always prioritizing the service user’s choice to work with the program from “where [the user] is at, and not where we would like them to be.”

Transitional-Aged Youth Program (TAY)

The Transitional-Aged Youth Program (TAY) moved into the newly renovated space at Black Creek Community Health Centre. This space contains an open concept area to be used for facilitated programming. Local youth agencies such as “The Spot,” “Driftwood Community Centre,” “Peach,” and “Black Creek Community Health Youth Program” have agreed to join forces in working with our Youth Advisory Committee. With the assistance of local youth, our dedicated Youth Staff team continues to focus on seeking out creative options to connect with and engage youth through a more robust array of streamlined services that are accessible to racialized youth populations. Our emphasis on family counseling and the involvement of whole family units is instrumental in our wrap-around approach to services. As well, the new addition of our Addictions Social Worker Clinician and Youth Psychiatrist positions to the TAY program have only enhanced the level of care we will be able to provide the youth and families of the Jane-Finch and surrounding communities.

Social Rehab Programs

As ever, Social Rehabilitation is the heartbeat of Across Boundaries. Our program is well-attended, receiving as many as 50 participants daily for both breakfast and hot lunch Monday to Friday.

Our program uses monthly Community Service user meetings and Service User Advisory Community meetings to enlist ideas, concerns, and compliments from our service users. This feedback is taken directly to the Board, ensuring the flow of information reaches all. We continue to concentrate on assuring service users of the importance of their voices and opinions and also employ a suggestion box whereby service users can confidentially communicate their thoughts and concerns in a low-pressure, anonymous fashion.

Service users are heavily involved in the Consumer Survivor Initiative Program, which encourages them to practice their skills in the kitchen preparing hot meals either for themselves, or for the 40 to 50 clients who attend our breakfast and/or lunch services. Along with the regular weekly programs such as: Women’s Group, Men’s Group, Life Skills, ESL, Computers 101, Music Therapy, Art Thera-
Across Boundaries’ Mental Health and Justice Program began in 2005 in partnership with the Canadian Mental Health Association of Toronto (CMHA). We continue to maintain this partnership and provide case management services for thirty-two service users from racialized communities who are dealing with mental health and/or addictions issues, and have been or are currently involved with the criminal justice system. Given the positive correlation between healthy outcomes and safe, affordable, and stable housing, we focus on helping service users to secure housing from selected units located throughout Toronto (leased by CMHA) using the subsidies accrued through the program.

The Mental Health and Justice Program is primarily geared toward serving racialized individuals who have been released from custody, and who identify or have been assessed as living with mental health challenges. Across Boundaries provides responsive, holistic services through anti-racism, anti-oppression and resisting anti-Black racism lens. This practice prioritizes our service users and their autonomy, self-determination,
and dignity.

Our Mental Health and Justice Program Case Managers support and advocate on behalf of service users to assist them in navigating the criminal justice system, while simultaneously collaborating with said service users to aid in the development of life goals, coping strategies, critical insights, and social integration to ensure stability and positive therapeutic outcomes.

**Short Term Crisis Bed**

The Short Term Crisis Bed Program works to offer six months of support to individuals who are involved with the criminal justice system, and are living with a mental health challenge and/or concurrent disorders. The majority of referrals to the Program are received through the criminal justice system (either traditional court or mental health court), and are transitional or homeless.

We recognize that many racialized individuals do not receive the appropriate mental health care while they are incarcerated. The Program’s Case Managers work with individuals, family members, and other community stakeholders to ensure that participants in this program are referred to appropriate psychiatric, medical, and other alternative health supports and services.

Case Managers also collaborate with service users and other members in the circle-of-care team to advocate for any outstanding court matters to be heard in mental health court as opposed to traditional court, as mental health court staff are trained and sensitized to dealing with issues of mental health and concurrent disorders. The Case Managers will accompany service users to court, and will arrange and participate in community service coordination meetings. In addition, Case Managers also work with service users to secure short or long-term housing.

When available, family support is an integral component of service users’ recovery. Case Managers will facilitate ongoing meetings with family members to strengthen the family support network.

They strive to form a therapeutic relationship with all service users to foster a more collaborative, respectful, and responsive partnership in order to develop individualized goals and treatment plans. To this end, Case Managers can draw on the resources of the Across Boundaries Multidisciplinary Team to provide aid to service users who require more intensive therapeutic support.

**At-Home/Chez Soi Program**

Across Boundaries’ At Home/Chez Soi Program serves racialized individuals who have identified as or have been assessed to be living with mental health or concurrent disorders. The program launched as a nationwide project in April 2009 held in five major cities across Canada (including Toronto), funded by the Mental Health Commission of Canada (MHCC). On February 12, 2013, the Toronto site project received permanent funding via the Ministry of Health and Long-Term Care through the Government of Ontario. Subsequent funding for the Program was shifted from Housing Connections to the Local Health Integration Networks (LHIN). The At Home/Chez Soi Program receives referrals 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 acknowledges that housing security positively correlates with healthy outcomes. As such, each participant in the Program receives a geared-to-income housing subsidy. Service users also receive intensive community-based Case Management support and services. As with many other programs at Across Boundaries, At Home/Chez Soi Program service users have access to the resources of the Social Rehab Program, the Multidisciplinary Team, and psychiatric services and supports.

During the past fiscal year, the At Home/Chez Soi Program provided support and services to 147 individuals. The Program conceptualizes recovery as being self-directed, individualized, strength-based, non-linear, and respectful of autonomy and self-determination. Case Managers strive to facilitate a therapeutic relationship according to each service user’s pace and direction.

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 Case Managers have supported countless clients to successfully achieve recovery goals including (but not limited to) addressing mental health symptoms, enhancing life skills, immigration, education, training and employment.

Housing First Program

The Housing First Program is a joint program between Across Boundaries and the Canadian Mental Health Association (CMHA). This Program receives referrals through a variety of sources including family members, Access Point, and self-referrals. Many of this Program’s service users are living with homelessness or precarious housing. The Program’s 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 needed.

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 health services.

Quality Improvements

Across Boundaries continues to grow and develop as an organization. After successfully achieving our “Primer” status with Accreditation Canada, we will be spending the next 18 months preparing for Qmentum to attain full certification. We have taken the initiative of replacing our current method of documenting service user interactions by signing on with HiNext – Treat. Our staff has all been fully trained in this, with a handful of employees now qualified as Train the Trainer experts. We continue to strive for excellence, to pursue new learning and initiatives, and to improve on our standards of care.

When the world is silent, even one voice becomes powerful.
- Malala Yousafzai

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)
- Service Canada
- Status of Women Canada

Our Formal Service Partners:
- Addiction Services York Region
- Afghan Women’s Org
- Black Creek Community Health Centre
- CMHA Toronto
- CMHA-York
- COTA Health
- Jamaican Canadian Association
- Mainstay Housing
- San Romanoway Revitalization Association
- Toronto North Services

Facilitators, Volunteers, Consultants, Students and Participants:
- Accreditation Canada
- Birenbaum, Shelley, JD MSW MBE
- Galabuzi Kasssam, Makula
- Hay, Brandon
- Kumar, Dr. Sameer
- Kwok, Carolyn
- Lee, Kanae
- Lewis, Ivan, CMHA
- Lo, Dr. Hung Tat
- Lurie, Steve
- Martinez, Shane

- Meeral, Sonia
- McKenzie, Kwame
- McPherson, Patricia
- Moore, Ira
- Morris, Kofi
- Morton, Howard
- Nangwaya, Ajamu - Ph.D.
- Perez, Fidel
- Raju, Priya Dr.
- Saduh, Itah
- Wang, Dr. Chao
- Watts, Georgina
## COMMUNITY AGENCY COLLABORATION

- ACCESS Points
- Access Alliance Multicultural Health and Community Services
- Accreditation Canada
- 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
- Careers, Education, Empowerment (Hospitality Workers Training Centre)
- 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
- Continuing Healing Consultants
- COSTI
- Council of Agencies Serving South Asians - (CASSA)
- Delta Family And Child Services
- Dixon Community Services
- East Metro Youth Services
- East Scarborough Storefront
- Einfolab
- 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
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<td>• Mental Health and Justice Initiative Network</td>
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<td>• Nayar Consulting</td>
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<td>• North York General Hospital - Department of Psychiatry, and Substance Abuse Program and Mental Health</td>
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- 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
- Vasantha: A Tamil Seniors Wellness Centre
- Vaughan Community Health 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.
- 40 Oak St drop in center
- 410 Sherbourne Health Center
- 416 Drop in Center
- 519 Church Street Community Centre
OUR TEAM

BOARD MEMBERS 2016-2017
* I. Abdillahi (Chair)
* Akanksha (Anne) Motwani (Vice - Chair)
* Zahra Binbrek
* Andi Shi
* Raju Bains
* Di “Woody” Wu (Treasurer)
* Fay Sun
* Robbie Ahmed
* Jia Hui Yan

MANAGEMENT TEAM 2016-2017
Aseefa Sarang - Executive Director
Ian Messam - Program Manager
Doret Phillips - Program Manager
Genoveva Policarpio - Office Manager

STAFF 2016-2017
Alexa Quach
Aby Thomas Pullemkannappallil
Andrew Abraham
Carmen Contreras, BSW
Chantelle Brown-Kent
Christopher Elcock
Devi Kirkham
Dorrett Miller
Falon Pinnock
Herberth Canas
Hoda Samater
Ikeena Crew-Singh
Isabelle Lee
Jackie Patterson
Jesusa Rosales
Kanthimathy Anandakumar
Katherine Mendoza
Letitia Francis, Nurse
Lorraine Payne
Manju Areekaran Surendran
Mariam Saleh
Melissa Phipps
Mohammad Molaei
Namrta Mohan
Nissa Francis
Nomathemba, Nkiwane
Olivia Han Yi Li
Peri Vyramuthu
Peter Ackie
Qudsia Hadizai
Rabia Malik
Ruqia Hassan
Sapphire A Chaisson
Shen Adachi
Suzette Mullings
Tanya Hemley
Tegetse Emiru
Tracy Ampfofoh
Wairimu Njoroge