

Annual Report 2011
ONTARIO COUNCIL OF AGENCIES SERVING IMMIGRANTS



OCASI



This past year has been a challenging one for the immigrant and refugee serving sector in Ontario. OCASI and its members experienced a seismic shift in the funding environment as over forty-three million dollars was withdrawn from the settlement and integration funding envelope of Citizenship and Immigration Canada, Ontario region, the sector's major funder.

At the same time, the Province continued to experience the shocks from the severe economic downturn of 2008 which resulted in significant increases in unemployment among immigrants and a growing racialized wage gap. Sector organizations worked with individuals and communities to survive these effects while facing the prospect of diminishing public and settlement and integration services.

The austerity agenda at all levels of government have grave implications for the non-profit sector in Canada. We collectively face a loss or shrinking of services to communities and the very real threat of fiscal and program instability across the sector.

This new environment has amplified the discussions throughout the sector on issues of sustainability, the need for non-profits to turn their attention to new revenue streams, for social innovation including new enterprises, and the unleashing of the entrepreneurial potential of the sector. But there is also an alternate discussion, one that cautions against a direction of diminishing responsibility of government for the social well being of the population, its role in the maintenance and the promotion of social cohesion, on supporting programs and interventions that work towards the Public Good. This debate is timely as it is necessary. And it is a discourse where the voices of the immigrant serving sector must be asserted.

As media, political and public attention turned to Canada's immigration program we witnessed a worrying trend of anti-immigrant sentiments, unlike any we've seen in many decades. The growing questioning of the legitimacy of our nation's Refugee Protection program, the relentless legislative and regulatory changes, some questionable public policy proposals have created a sense of public confusion about immigration in general and the importance of immigrants to our nation in particular.

This troubling direction begs for a coherent public response from organizations concerned with growing social, economic and political divisions. Yet one of the most troubling developments over the past few years is the deepening sector-wide chill on advocacy and the silencing on issues of equity and social justice.

We cannot however, ignore the growing intolerance against refugees and immigrants; against racialized groups and the impoverished. Now more than ever we must play a strong leadership role in advancing social justice and equity for immigrants and refugees and all who are marginalized in public discourse as well as in public policy and programming. While we have many difficult decisions and much hard work in the year to come, our deep sense of collective and shared vision of equity will keep us strong.

In solidarity



Josie Di Zio
President



Debbie Douglas
Executive Director

From the
President
and
Executive
Director

Welcoming and Inclusive Communities Accessibility Project Advisory Committee meets at OCASI



Raising awareness about service access for LGBTQ immigrants and refugees

Newyouth.ca is a popular web-based resource for newcomer youth



In fulfilling our mission to advance equity for immigrants and refugees we disseminated information and organized sector meetings as well as public events to highlight the impact Bill C-11 (refugee reform) and Bill C-49 (human smuggling) would have on refugees. Standing Committee appearances and public consultations on immigration gave us the opportunity to encourage the government to prioritize family reunification. We continued to work with media organizations to counter the negative stereotyping of refugees and immigrants.

In the coming year, we will prioritize policy and public education activities on the impact of the new regulation to impose a conditional permanent resident visa on sponsored spouses. As part of our ongoing efforts to improve equity for women as well as build sector capacity, we launched the web-based resource **Settlement Workers Against Violence Everywhere (SWAVE)** to support service providers working with immigrant and refugee women who have experienced abuse.

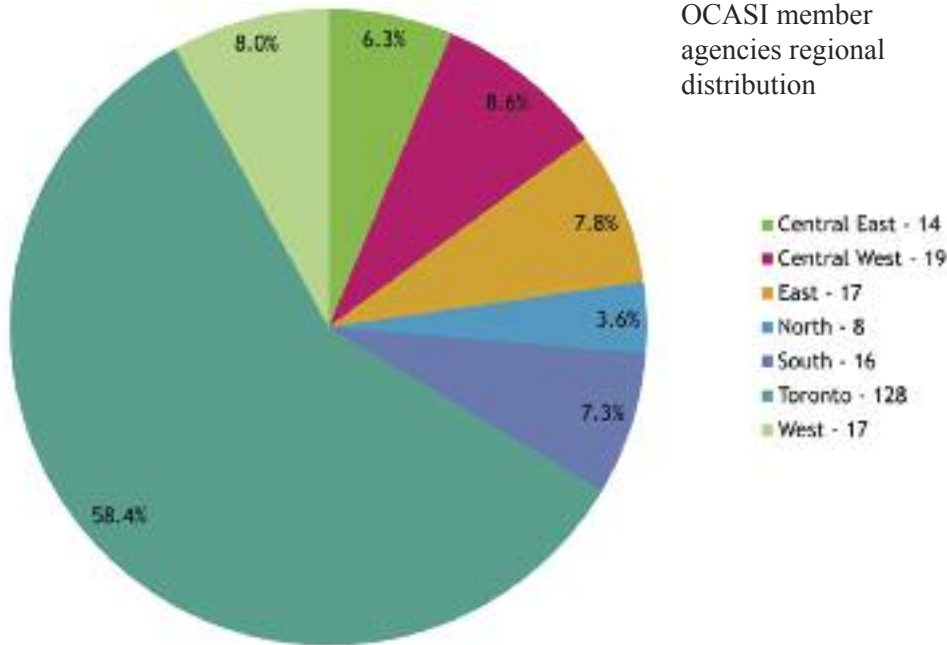
We continued our efforts to address issues of poverty and labour market integration challenges among immigrants and refugees by raising these concerns in our federal and provincial pre-budget submissions to Finance Standing Committees. We asked both levels of government to prioritize labour market integration through initiatives such as employment equity, and a tax incentive for employers to hire immigrants. Through our involvement in the **Colour of Poverty Campaign**, we encouraged the Ontario government to appropriately collect data that would let us understand the impact of public policy on racialized communities and as a means of addressing the racialization of poverty. As a member of the **Access to Healthcare Coalition**, we will continue our efforts to improve healthcare access for immigrants by ending the three-month wait for OHIP.

We look forward to releasing next year the results of our province-wide research on service usage by immigrants and refugees who arrived in Canada in the last ten years. The project, **Making Ontario Home**, was undertaken with financial support from the Ontario Ministry of Citizenship and Immigration. The evidence-based data will help us to gain a better understanding of the service experience and needs of recent immigrants, and help to inform and support the work of our member agencies.

We participated in the Ontario government partnership project initiative as way to advance equity for immigrant and refugees, and also to assert OCASI's leadership in Ontario's not-for-profit sector. We submitted comments on Bill-65 regarding the not-for-profit corporations, as a mechanism to advance equity for sector organizations.

We continue to raise issues of service equity for French-speaking immigrants in our capacity as participants on provincial and federal committees.

OCASI member agencies regional distribution



OCASI member agencies are located in communities across Ontario:

Central East – Peterborough, and Durham, York and Simcoe Regions including Barrie, Bradford

Central West - Peel Region, including Brampton, Mississauga, Halton, Malton, Oakville

East - Belleville, Kingston, Ottawa

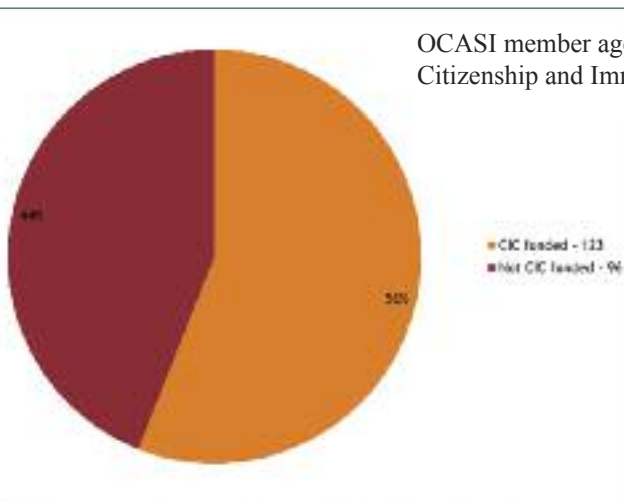
North - Kenora, North Bay, Sault Ste. Marie, Sudbury and Thunder Bay

South - Beamsville, Brantford, Cambridge, Fort Erie, Guelph, Kitchener, Hamilton, Niagara, St. Catharines, Waterloo, Welland

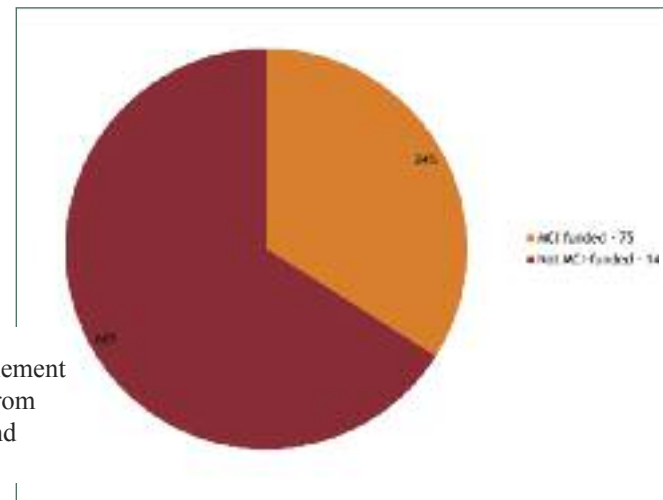
Toronto – Toronto

West – Chatham, Leamington, London, Sarnia, Windsor

OCASI member agencies funded by Citizenship and Immigration Canada



OCASI member agencies receiving Newcomer Settlement Program (NSP) funding from Ministry of Citizenship and Immigration (ON)



OCASI member agencies also receive financial support for their work with immigrants and refugees from other federal departments, provincial ministries, municipalities, foundations, labour organizations, private sector corporations and private individuals.

We collaborated with the United Way of Toronto on a capacity plan to stabilize OCASI member agencies affected by the loss of federal settlement funding. The plan included addressing specific concerns such as human resources, finances, and legal issues as well as exploring alternative models for sustainability such as a variety of collaborative relationships and other options. We worked with organizations across the sector to facilitate sharing information on service delivery costs and negotiating agreements with funders.

We worked together with Citizenship and Immigration Canada (CIC) Ontario Region to organize information workshops across Ontario on the new funding application process for Modernized Settlement. We supported member agencies with negotiating agreements with CIC by disseminating a salary grid for six ‘typical’ positions in settlement service, based on a survey of agencies across Ontario. We also surveyed member agencies to understand the impact of CIC cuts imposed last year and the outcome of negotiations for this year’s contribution agreement.

We continue to support sector and organizational capacity through our online initiatives. **Settlement at Work** is the well-respected knowledge hub for the immigrant and refugee-serving sector in Ontario including information on sector-relevant news and developments from funders. It is also a collaborative forum that facilitates peer learning and support, and network building across the sector. This year, initiatives such as Toronto Local Immigration Partnerships have begun using the site as a platform to share information.

Ensemble.establishment.org is becoming known as the knowledge hub for French-speaking settlement workers in Ontario. Ensemble is also gaining a reputation as a reliable and effective resource for peer networking and support in communities across the province. Next year OCASI will engage with agencies that serve French-speaking immigrants, to increase collaborative use of the site to share sector information, news and resources.

We continued to build capacity and provide support to sector workers in the use of the **Online Tracking and Information System (OTIS)** activity tracking and reporting tool. OCASI supported workers by providing online and phone support, in-person training and by developing user guides. We will continue to make needed changes and improvements to the user interface.

OCASI worked to raise awareness about service access for LGBTQ (lesbian, gay, bisexual, trans, queer and/or questioning) immigrants and refugees as a human right, and support management in creating and

“Thank you VERY MUCH for a very informative and excellently organized conference!”

- OCASI Professional Development Conference participant



sustaining organizational change using the Ontario Human Rights Code (OHRC) as a framework. We developed curricula in English and French specific to training Executive Directors and senior managers through the **Positive Spaces Initiative**. This year we delivered more than twenty training sessions to member agencies and other agencies in regions across Ontario and look forward to undertaking more outreach and training next year.

We look forward next year to raising awareness and supporting sector agencies to better serve immigrants and refugees with disabilities through the **Welcoming and Inclusive Communities Accessibility Project**. This initiative will provide training to workers and support to agencies to develop policies, procedures and practice to improve service access.

Next year we also look forward to continuing our work with **Neighbours, Friends and Families**, violence against women prevention initiative. The upcoming initiative will involve training community leaders and developing a community of practice.

We continued our efforts to build sector and organizations' capacity through the **Organizational Standards Initiative (OSI)**. The initiative allowed member agencies to conduct a self-assessment through the online tools, **OrgWise (English)** and **CapacitOrg (French)**. Agencies assessed their organizational function in the four aspects of Community Based Approach, Governance & Strategic Leadership, Operations, and Human Resources. OCASI supported participating agencies to follow-up on the results through peer learning, organizational mentorship and resource development. This work will continue next year.

The Annual **OCASI Executive Directors Forum** proved once again to be a successful capacity building, networking and professional development opportunity for sector leaders and had an attendance of more than 150 participants. The Forum gives Executive Directors the opportunity to come together for constructive dialogue and engagement with peers, and with senior federal and provincial government representatives involved with immigrant settlement and integration.

"I really find the settlement at work website information very beneficial for my continuous learning."

Settlement worker

"I took the prevention of domestic violence (online) course. I really enjoyed the course."

Settlement worker

"Thank you so much for allowing us to continue to grow."

PET training participant

"The PET Project money has enabled our team of settlement workers acquire professional skills needed in our workplace".

PET training participant



Settlement at Work Wiki supports sector capacity



Newyouth.ca visits Queen's University in Kingston

Information table at OCASI PD Conference



Professional Education and Training (PET) Project allowed OCASI to support building capacity through professional development. This year, 530 participants from immigrant and refugee-serving organizations were able to pursue individual and in-house group training. The latter model allows agencies to design training that would enhance the capacity of individual workers as well as organizational capacity.

The bi-annual **OCASI Professional Development Conference** continues to be the most popular professional development initiative for the sector. The conference brought together more than 600 workers from over 150 sector organizations. Over 40 participants were French speakers who provide settlement assistance to French-speaking immigrants, and more than 60% were first-time attendees. The conference provided training, skills development, information on sector developments and trends, and opportunity to network and share strategies and information with peer professionals from across Ontario.

We also supported individual capacity building by making more e-learning modules available to settlement workers for self-directed learning through Settlement at Work and Ensemble. Next year, we expect to make available online training modules on Mental Health, Positive Spaces and more.

Building Individual Capacity Highlights

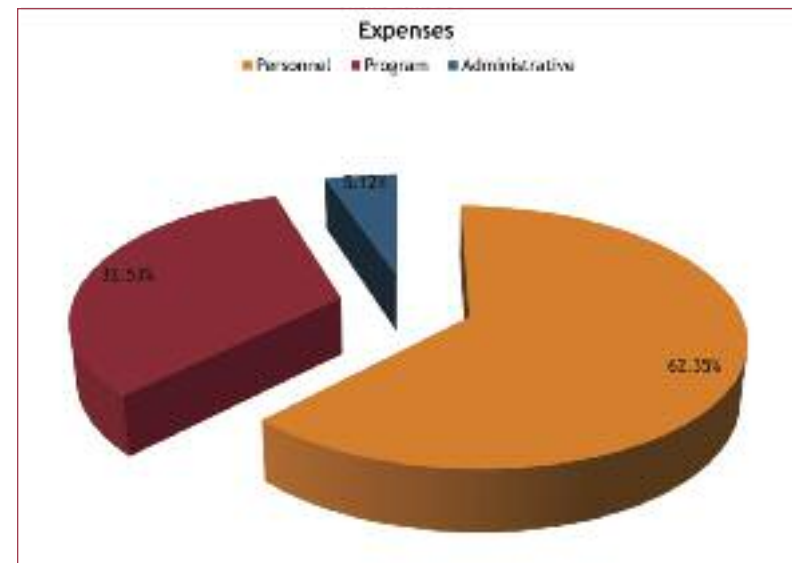
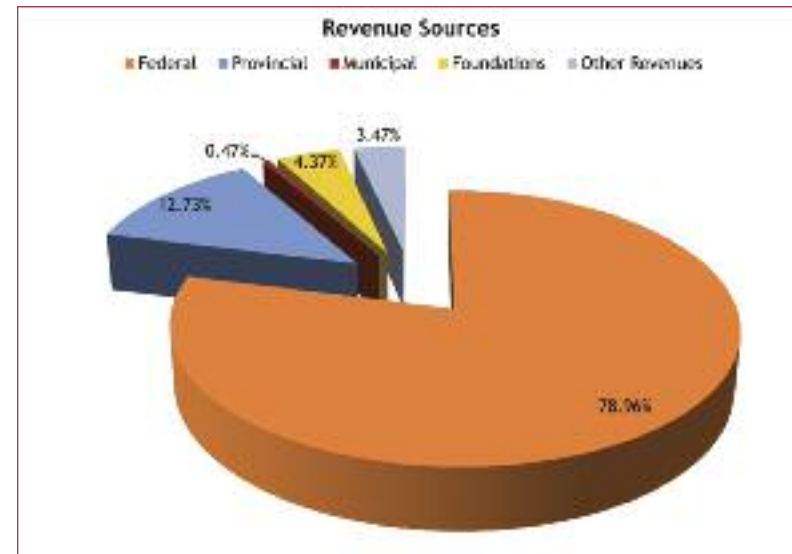


OCASI Professional Development Conference

Financial Report

OCASI would like to acknowledge the financial support of our funders and OCASI member agencies.

- Citizenship and Immigration Canada
- Ontario Ministry of Citizenship and Immigration
- Ontario Women's Directorate
- United Way of Greater Toronto
- The Ontario Trillium Foundation
- Atkinson Foundation
- City of Toronto



Financial Report

Revenues	2011	2010
Citizenship and Immigration Canada (CIC)	\$4,292,836	\$6,086,060
Ontario Ministry of Citizenship and Immigration (MCI)	686,425	294,542
Ontario Women's Directorate	4,162	197,122
United Way of Greater Toronto	172,134	172,134
The Ontario Trillium Foundation	56,706	93,456
Atkinson Foundation	8,035	133,766
City of Toronto	25,500	73,300
Workshop registrations	96,622	116,007
Membership fees	78,090	108,680
Donations and fundraising	9,272	11,969
Productive enterprises	4,350	750
Total	\$5,424,132	\$7,287,786
Expenditures		
Personnel		
Salaries	\$1,741,092	\$1,734,774
Contract fees & honoraria	1,181,574	2,779,504
Benefits	316,224	298,778
Staff Training	13,400	11,567
Travel	-	283
Subtotal	3,252,290	4,824,906
Program		
Travel, accommodation and conference	669,727	728,970
Other (payment to partners, program GST, Kiosks, printing and resources)	380,294	322,872
Marketing & promotion	197,393	377,510
Supplies	126,600	178,283
Profession education & training courses	126,553	126,973
Sector IT Infrastructure	101,871	75,782
Meeting expenses	93,600	107,380
Fundraising	868	914
Subtotal	1,696,906	1,918,684
Administrative		
Rent, taxes & utilities (net)	173,241	164,808
Professional fees	48,712	118,778
Other	15,829	14,482
Telephone	12,845	12,538
Insurance	8,038	7,052
Postage & Couriers	5,413	3,930
Bank Charges	3,256	4,364
Subtotal	267,334	325,952
Total	\$5,216,530	\$7,069,542

A copy of the audited statement is available from OCASI

Between October and December 2010, InMyLanguage received almost 20,000 visits.

Of these 16,000 were unique.

There were 80,000 page views.

Each visitor viewed an average of 4 pages per visit, and spent an average of 4 minutes viewing information.



Future plans for Newyouth.ca:

The site will showcase narratives from newcomer youth about their settlement experience.

This will enrich the content and give youth a greater voice within the site.



Information is a critical resource for immigrants and refugees, and for those that facilitate their settlement and integration.

OCASI's vastly popular **Settlement.Org** website addresses a broad range of information needs of recently arrived immigrants and refugees as well as those that help them to settle. Last year we added more information resources on the site, including offering users searchable and customized access to the 211Ontario database, offered in partnership with Findhelp Information Services. We began Social Media initiatives for the website in order to further engage our online audience, and next year plan to develop a mobile version of the site for users of mobile devices.

Etablissement.Org provides French-language information to recent immigrants on a broad range of topics, and is a respected resource among sector workers as well. This year we worked to develop and highlight on the website, content that would be centered on the needs and interests of French-speaking immigrants in Ontario.

OCASI makes settlement related material in different languages available to newcomers through the **InMyLanguage** website, allowing them to quickly access high quality information on a variety of settlement related topics. To date we have more than 300 documents translated in ten different languages spoken most frequently by recent immigrants to Ontario. Following a successful multilingual ad campaign in television and print media, the site has consistently received an average of over 6,000 visits each month. Next year we plan to pursue more partnerships to add more content.

Newyouth.ca and **Nouveauxjeunes.ca** continue to grow in popularity as a web-based resource that brings settlement and related information directly to recently arrived immigrant and refugee youth. The addition of major forms of web-based media such as YouTube, Twitter and Facebook contributed to the increasing number of visitors to the site. This year we worked in partnership with several different groups such as ArtStarts and Youth4Health, as well as OCASI member agencies to add new content to address the unique challenges faced by newcomer youth.

Next year we plan to enrich content and give youth a greater voice within the site by showcasing narratives from newcomer youth about their settlement experience.

OCASI also provides basic settlement information to the public through the **Ontario Kiosk Project**. Providing video information in 17 different languages, the kiosks are located in the public areas of sites that provide assistance to recent immigrants. Next year we will work in partnership with Service Canada to place 30 additional kiosks in Service Canada locations across Ontario.

Information facilitates settlement Highlights

OCASI Member Agencies

Abrigo Centre
Access Alliance Multicultural Health and Community Services
Accessible Community Counselling and Employment Services
ACFO de London-Sarnia, Centre de Ressources Communautaires
Across Boundaries: An Ethnoracial Mental Health Centre
Across Languages Translation and Interpretation
Adult Language and Learning
Afghan Association of Ontario
Afghan Women's Organization
African Community Services of Peel
African Training and Employment Centre
Agincourt Community Services Association
Albion Neighbourhood Services
Alliance for South Asian AIDS Prevention
Anglican United Refugee Alliance
Arab Community Centre of Toronto
Armenian Community Centre - Armenian Relief Society, Social Services
Asian Community AIDS Services
Association Canadienne-Francaise de L'Ontario Conseil Regional Des
Milles-Illes
AWIC Community and Social Services
Bangladeshi-Canadian Community Services
Barbra Schlifer Commemorative Clinic
Black Coalition for AIDS Prevention
Bloor Information and Life Skills Centre
Bradford Immigrant and Community Services
Brampton Multicultural Community Centre
Canadian Arab Federation
Canadian Cambodian Association of Ontario
Canadian Centre for Language & Cultural Studies Inc.
Canadian Centre for Victims of Torture
Canadian Mental Health Association, Brant County Branch, Brantford
Canadian Tibetan Association of Ontario
CARE Centre for Internationally Educated Nurses
CAST-UTECHE Alumni Association - Ontario Chapter
Catholic Centre for Immigrants - Ottawa
Catholic Community Services of York Region
Catholic Cross-Cultural Services
CCA - Canadian Live-In Caregivers Association
Centre de Santé Communautaire Hamilton/Niagara
Centre d'Établissement des Nouveaux Immigrants de Peel
Centre for Education and Training
Centre for Information & Community Services of Ontario
Centre for International Migration and Settlement Studies
Centre for Spanish Speaking Peoples
Centre for Support & Social Integration Brazil-Canada
Centre Francophone de Toronto
Chinese Family Services of Ontario
Community Action Resource Centre
Community Development Council Durham
Community MicroSkills Development Centre
Conseil des Organismes Francophones de la Région de Durham
Conseil Economique et Social d'Ottawa-Carleton
COSTI Immigrant Services
Council of Agencies Serving South Asians
CUIAS Immigrant Services
Cultural Coalition of Chatham-Kent
CultureLink
D.O.O.R.S. to New Life Refugee Centre Inc.
Davenport-Perth Neighbourhood Centre
Dejinta Beesha
Dixie Bloor Neighbourhood Centre
Dixon Hall
Durham Region Unemployed Help Centre
Eastview Neighbourhood Community Centre
Elspeth Heyworth Centre for Women
Employment Help Centre
Enlace Community Link Inc.
Eritrean Canadian Community Centre of Toronto
Ethiopian Association in the Greater Toronto Area and Surrounding Regions
Family Service Toronto
FCJ Refugee Centre
Flemingdon Neighbourhood Services
Focus For Ethnic Women
Folk Arts Council of St. Catharines Multicultural Centre
For Youth Initiative
Fort Erie Multicultural Centre
FutureWatch Environment and Development Education Partners
Griffin Centre
Halton Multicultural Council
Hamilton Urban Core Community Health Centre
Heritage Skills Development Centre

Hispanic Development Council
 Hong Fook Mental Health Association
 Immigrant Culture and Art Association
 Immigrant Services Guelph-Wellington
 Immigrant Women Services Ottawa
 Immigrant Women's Health Centre
 India Rainbow Community Services of Peel
 Interim Place
 Islamic Social Services and Resources Association
 Jamaican Canadian Association
 Jane/Finch Community and Family Centre
 Japanese Social Services, Toronto
 Jewish Family Services of Ottawa-Carleton
 Jewish Immigrant Aid Services Toronto
 Job Skills
 JobStart
 JVS Toronto
 Kababayan Community Service Centre
 KCWA Family and Social Services
 KEYS Community Employment Centres
 Kingston Community Health Centres
 Kitchener-Waterloo Multicultural Centre
 La Passerelle - Intégration et Développement Économique
 Labour Community Services of Peel Inc.
 Lakeshore Area Multi Services Project
 Lao Association of Ontario
 LASI World Skills
 Le Regroupement des Femmes Immigrantes Francophones
 Learning Disabilities Association of Toronto District
 Learning Enrichment Foundation (The)
 Lebanese and Arab Social Services Agency of Ottawa-Carleton
 L'Institut de leadership des femmes de l'Ontario
 London Cross Cultural Learner Centre
 London InterCommunity Health Centre
 LUSO Community Services
 Maison d'hébergement francophone de Toronto
 Malton Neighbourhood Services
 Margaret Frazer House
 Mennonite New Life Centre of Toronto
 MIAG Centre for Diverse Women & Families
 Midaynta Community Services
 Multicultural Association of Kenora and District

Multicultural Association of North Western Ontario
 Multicultural Council of Windsor and Essex County
 Multicultural Services Network of Niagara Falls
 Multilingual Community Interpreter Services, Ontario
 National Capital Region YMCA-YWCA - Newcomer Information Centre
 Neighbourhood Link Support Services
 Nellie's
 New Canadians' Centre of Excellence Inc.
 New Canadians Centre Peterborough
 New Circles Community Services
 Newcomer Centre of Peel
 Newcomer Women's Services Toronto
 North Bay & District Multicultural Centre
 North York Community House
 Northern Lights Canada
 Northwood Neighbourhood Services
 Oasis Centre des Femmes
 Ontario Inter-Cultural Community Services
 Oromo Canadian Community Association of GTA
 Ottawa Chinese Community Service Centre
 Ottawa Community Immigrant Services Organization
 Palestine House Educational and Cultural Centre
 Parkdale Community Information Centre
 Parkdale Community Legal Services
 Parkdale Intercultural Association
 Peel Career Assessment Services Inc.
 Peel Multicultural Council
 Planned Parenthood Toronto
 Polycultural Immigrant Community Services
 Progress Career Planning Institute
 Quinte United Immigrant Services
 Reception House - Waterloo Region
 Rexdale Women's Centre
 Roma Community Centre
 S.E.A.S. (Support, Enhance, Access, Service) Centre
 Salvation Army, Immigrant and Refugee Services (The)
 Sault Community Information & Career Centre Inc.
 Scadding Court Community Centre
 Settlement Assistance and Family Support Services
 Sexual Assault and Violence Intervention Services of Halton
 Silent Voice Canada
 Sistering - A Woman's Place



OCASI Member Agencies told us:

“Thank you OCASI for your continued support of (us) as an OCASI member agency.”

“As usual, we all have to commend OCASI for taking a stand on this crucial issue that will affect most newcomers/refugees already in and out of the country.”

“OCASI should continue to advocate on our behalf. Keep up the good work.”

“It is always great to have a strong voice behind someone.”

“Thank you OCASI for taking the time to attend and participate in our strategic planning session.”

Skills for Change
Social Enterprise for Canada
Social Services Network
Sojourn House
Somali Centre for Family Services
Somali Immigrant Aid Organization
South Asian Centre of Windsor
South Asian Women's Centre
South Essex Community Council
South Etobicoke Community Legal Services
South London Neighbourhood Resource Centre
Spectra Community Support Services
St. Christopher House
St. Joseph Immigrant Women's Centre
St. Stephen's Community House
Sudbury Multicultural Folk Arts Association
Tamil Eelam Society of Canada
The Career Foundation
The Cross-Cultural Community Services Association
Thorncliffe Neighbourhood Office
Thunder Bay Multicultural Association
Times Change Women's Employment Service
Toronto Community & Culture Centre
Toronto Community Employment Services
Toronto Workers' Health and Safety Legal Clinic
Tropicana Community Services
Unison Health and Community Services
United Achievers' Community Services
University Settlement
Vietnamese Association, Toronto
Vietnamese Women's Association of Toronto
Vitesse Re-Skilling Canada Inc.
Welland Heritage Council and Multicultural Centre
WIL Employment Connections
Windsor Women Working With Immigrant Women
Women's Counselling Referral and Education Centre
Women's Enterprise Skills Training of Windsor Inc.
Women's Health in Women's Hands Community Health Centre
Women's Multicultural Resource and Counselling Centre of Durham
Women's Support Network of York Region
WoodGreen Community Services
Workers' Action Centre

Working Skills Centre
Working Women Community Centre
YMCA - Korean Community Services
YMCA of Hamilton/Burlington/Brantford, Immigrant & Newcomer Services
YMCA of Kitchener-Waterloo Cross-Cultural & Immigrant Services
YMCA of Sarnia-Lambton
YMCA of Simcoe/Muskoka, Newcomer Services Department
YMCA of Windsor and Essex County
YMCA Sudbury
YMCA of Greater Toronto, Newcomer Settlement Programs
Youth Assisting Youth
YWCA Toronto

"This was the first conference for me and I think you did a great job because in the end of the day I left with new tools and great impression." - OCASI Professional Development Conference participant



OCASI thanks departing Board Members Fatima Filippi, Martha Mason, Tanya Chute Molina, Sri-Guggan Sri-Skanda-Rajah and Madina Wasuge.

Fatima Filippi of Rexdale Women's Centre concludes several years of service on the OCASI Board as Treasurer, and prior to that as Member At Large. We appreciate her hard work with OCASI Board members and staff on the Finance Committee to provide strong financial oversight to the Council.

Martha Mason of Fort Erie Multicultural Centre served on the OCASI Board as Southern Regional Director. Her knowledge and experience of organizational governance was of tremendous value to OCASI's efforts to strengthen internal standards and informed her service on the Board Governance Committee.

Tanya Chute Molina of Mennonite New Life Centre of Toronto brought her passion for social justice to her role as Toronto Regional Director. She brought this commitment to her role as Chair of the OCASI Policy and Communications Committee, and to Board discussions on OCASI policy positions and activities.

Sri-Guggan Sri-Skanda-Rajah of Tamil Eelam Society concludes several years of dedicated service on the OCASI Board. His breadth of experience and an unequivocal commitment to fairness and equity enriched his work as Membership Services Committee Chair and in Board discussions.

Madina Wasuge of Settlement and Integration Services Organization brought her commitment to racial equity and justice to her service on the OCASI Board. Her strong grounding in community and experience in working across sectors helped to inform and strengthen OCASI policy and strategy on issues of equity.

In Appreciation

Board Members Students and Staff

Board of Directors **President:** Josie Di Zio, COSTI Immigrant Services. **Vice-Presidents:** Tracey Vaughan, Community Development Council Durham. Sri-Guggan Sri-Skanda-Rajah, Tamil Eelam Society of Canada. Cathy Woodbeck, Thunder Bay Multicultural Association. **Secretary:** Jehad Aliweiwi, Thorncliffe Neighbourhood Office. **Treasurer:** Fatima Filippi, Rexdale Women's Centre.

Regional Directors

Central East: Robert Hickey, Catholic Community Services of York Region. **Central West:** Effat Ghassemi, Newcomer Centre of Peel. **East:** Orlando Ferro, Quinte United Immigrant Services. **North:** Cathy Woodbeck, Thunder Bay Multicultural Association. **South:** Martha Mason, Fort Erie Multicultural Centre. **Toronto:** Tanya Chute Molina, Mennonite New Life Centre of Toronto and Francisco Rico-Martinez, FCJ Refugee Centre. **West:** Sudip Minhas, Windsor Women Working With Immigrant Women.

Members at large

Mulugeta Abai, Canadian Centre for Victims of Torture. Tracy Callaghan, Adult Language and Learning. Carl Nicholson, Catholic Centre for Immigrants - Ottawa. Léonie Tchatat, La Passerelle I.D.E., Madina Wasuge, Settlement and Integration Services Organization

Standing Committees

Executive Committee. Finance Committee. Membership Services Committee. Policy & Communication Committee

Operational Committees

Etablissement.Org Advisory Committee, French-Speaking Consultative Committee, Organizational Standards Committee, Positive Spaces Initiative Advisory Committee, Professional Development Advisory Committee, Settlement.org Steering Committee, Journey to Mental Health Advisory Committee

Students Srijoni Rahman*, Katherine Peterson**

Staff Fanieal Abraha. Douglas Bastien. Paulina Bermeo. Amy Botor*. Amy Casipullai. Maria-Lucia Castillo. Julie Chamberlain*. Debbie Douglas. Haweiya Egeh*. Zeina Farah. Anna Finch. Erika Gates-Gasse. Ian Gibney**. Sarah Hamdi. Miranda Harpell. Gulshan Helali**. Peggy Ho. Aimee Holmes. Roberto Jovel*. Roopali Katyal*. Mojdeh Kazemi*. Karen Ko*. Beverly Lawrence-Dennis. Paulina Maciulis. Bonnie Mah*. Afua Marcus*. Leona McColeman. Ann-Marie McGregor. Gillie Meyer*. Dave Montague. Paul Newby. Sincere Ng. Jolanta Nozka. Martha Orellana. Lovesun Parent**. Petra Roberts. Roger Ramkissoon. Leslie Ramsay-Taylor. Linda Rosenbaum*. Jaihun Sahak. Juanita Smith**. Stacia Stewart*. Athena Tam. Josephine Tcheng*. Tala Tokhi. Elena Trapeznikova. Lumembo Tshiswaka. Immaculate Tumwine*. Martha Viveros**. Jessica Walters*. Theresa White. Yanique Williams. Eta Woldeab. Annie Zhang.

*Left during the year

**Joined after March 31, 2011



OCASI

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