



2019

ANNUAL REPORT



**LABOUR AND COMMUNITY
WORKING TOGETHER FOR ALL**

LABOUR COMMUNITY SERVICES

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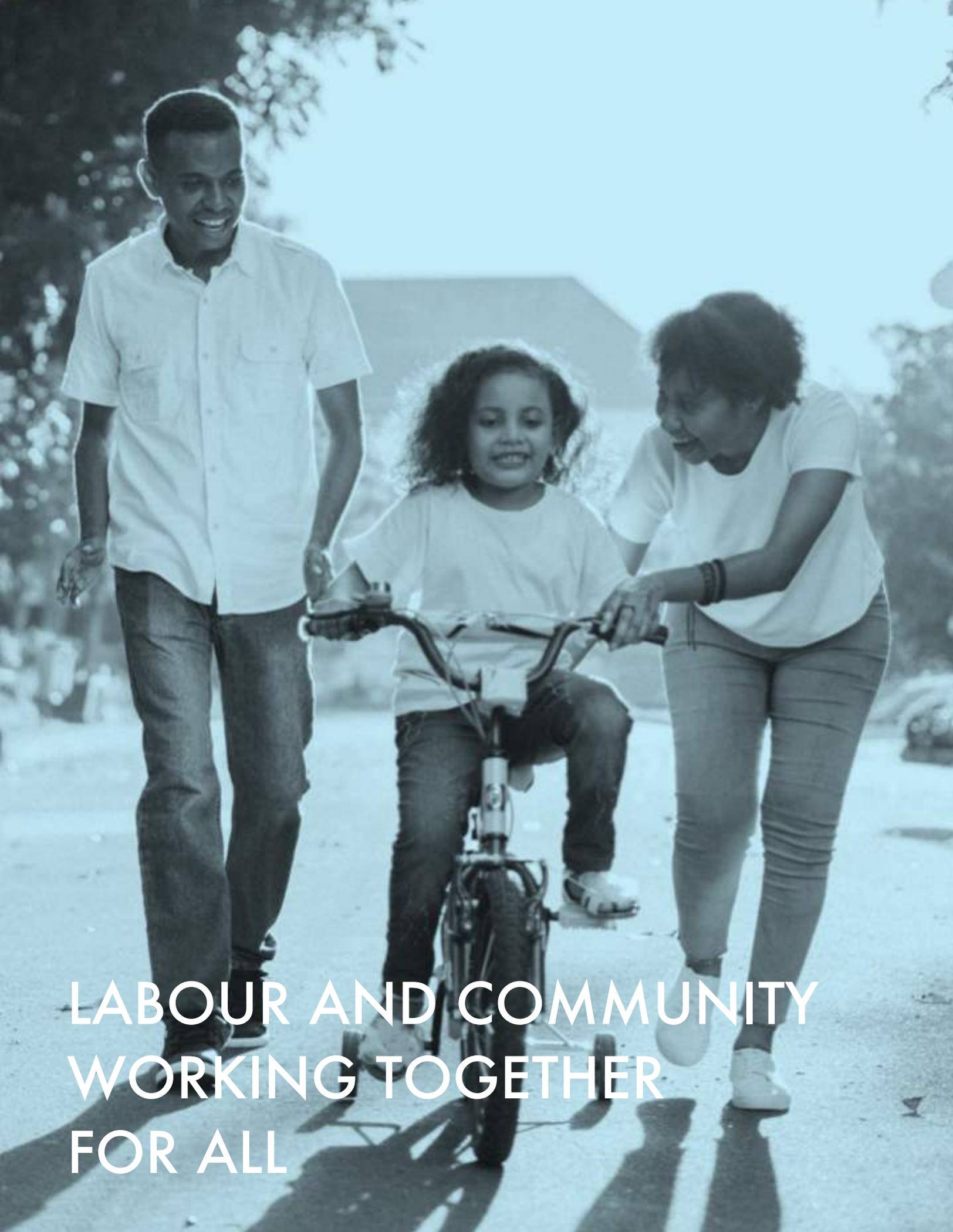
WHO WE ARE

Born from a simple concept of believing that everyone deserves to live in a just and equitable society, the Toronto & York Region Labour Council (TYRLC) and the United Way Greater Toronto (UWGT) came together to establish Labour Community Services (LCS) in 1982.

Rooted in knowing that we are stronger when we work together, LCS connects the labour community of unions made up of 220,000 frontline workers from every sector of the economy, and 270 community agencies, in tackling poverty and injustice. By fighting on the frontlines of social issues, supporting the United Way in raising essential funds to sustain hundreds of community agencies, and providing educational opportunities for growth and leadership, LCS strives to connect and uplift people from all walks of life.

With labour and the community working side by side for more than 36 years, LCS continues to uphold the core values of the labour movement of wanting a better quality of life for all, and is dedicated to being a leading voice of action for years to come.





LABOUR AND COMMUNITY
WORKING TOGETHER
FOR ALL

220,000

FRONTLINE WORKERS FROM ACROSS
EVERY SECTOR OF THE ECONOMY

TORONTO & YORK REGION LABOUR COUNCIL

LABOUR
COMMUNITY
SERVICES

EST. 1982

UNITED WAY GREATER TORONTO

270

COMMUNITY AGENCIES

NEITHER CAN EXIST WITHOUT THE OTHER

LETTER FROM THE EXECUTIVE DIRECTOR

LABOUR COMMUNITY SERVICES

There is no doubt, labour and community are inextricably linked. Neither can exist without the other. This irrefutable fact helps guide our work here at Labour Community Services (LCS). It is, therefore, very important that what we do is mutually beneficial to union members and the community. The interconnected nature of the work we do cannot be overstated. We deliver programs and engage in social justice work geared towards fulfilling our mandate: "To create a deep and lasting social solidarity between labour and community to achieve a just and equitable society for all."

It is my genuine honour to shine a spotlight on our 2019 events, starting with the presentation of LCS' prestigious Bromley Lloyd Armstrong award to Mark Brown of the Canadian Union of Postal Workers. In keeping with our ongoing campaigns to address systemic racism and anti-refugee sentiments, the award presentation included a panel discussion on confronting systemic racism and Islamophobia. We also developed new strategic directions for the organization. Our 2019/22 Strategic Plan stands as a roadmap to guide our work in the years ahead. 2019 also marked LCS' move from 15 Gervais Drive to its current location at 1280 Finch Avenue West.

At the center of what we do are the union members who live and work in communities across the Toronto and York Region. The 2019 United Way Greater Toronto fundraising campaign raised over \$100 million. LCS contributed to that campaign in several ways including: organizing and mobilizing donations from unionized workplaces (both in public and private sectors), raising funds through Division 15 union offices, speaking engagements, hosting the November 13th labour leaders' breakfast, and the list goes on. The breakfast attracted labour leaders who represented all sectors of the labour market. Those in attendance spoke in uniformity about the important role United Way plays in the lives of their members and the community.

LCS' ability to carry out the work we do is strengthened by resources from United Way. Through the partnership agreement between Toronto & York Region Labour Council and United Way Greater Toronto, LCS actively supports United Way's annual campaign to collect and distribute funds to not-for-profit community social service organizations at the forefront of meeting the needs of some of the most vulnerable in our communities. These organizations deliver services to the poor, elderly, unemployed, and youth, to name a few. At LCS, United Way funds are used in the provision of services such as delivering the Labour Community Advocate Training (LCAT) program. Graduates from this program act as referral agents within their workplaces, where trained advocates are often the contact for a union member needing assistance. They are the conduit connecting union members to much needed United Way funded social services in the community.

Several of these social service organizations are the stakeholders with which LCS' Special Projects coordinates to address existing and emerging social issues. The collaborative work we do, addressing social issues, is underpinned by our organizational infrastructure. LCS' administration and financial component maintain keen oversight of LCS' funding, particularly in our role of supporting organizations like the Toronto Community Benefits Network and the Labour Education Centre's TradeLinx program's access to United Way funding, and other charitable dollars.

We don't know what 2020 will bring, but we know the work we do is valuable and we will meet the New Year confident in what we do and how we do it.

Sincerely,



Faduma Mohamed
Executive Director, Labour Community Services

CHANGING TIMES

LETTER FROM THE PRESIDENT, BOARD OF DIRECTORS LABOUR COMMUNITY SERVICES

Climate change! Technological change! Social change! We live in a dynamic world where change is constant. Change has always been, and will continue to be part of our daily lives. This is nothing new. What might be new is the scale and pace at which change is now occurring. The magnitude of the changes we are now encountering cannot be understated. Amidst all these changes, I am proud of the actions we have taken, in the Labour Council family, to lay the foundations on which this generation and the next can build a decent future.

Climate change has the attention of world leaders, but action to mitigate the climate emergency has been slow. Our Labour Council is not daunted by sluggish action on the world stage. This is why in August 2019, we issued a statement on "The Climate Emergency". The statement complements our 2016 publication the Greenprint. I have long held the belief that a just transition towards a low carbon economy is possible, and can make climate action a driver for sustainable economic growth and social progress alongside the technological changes we are experiencing.

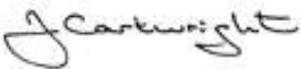
Technology as a part of our everyday life is irrefutable, a fact which makes it necessary to situate technology within a just transition framework. Throughout history, workers have had to adapt to new technology, and the changes we are now experiencing in the workplace have put us on the cusp of another revolution. Whether it is the power of digital giants to expand the "gig economy" or the need to transform high-emitting production, we need to ensure that new technology is heralded in through a just transition process: good unionized jobs with safe working conditions, a collective voice for workers and communities, all while ensuring climate sustainability. As the saying goes, there are no jobs on a dead planet.

But we have already seen the rise of intolerance as people react to economic uncertainty. The polarization of societal views has led us to mount the "Yes! It Matters: Addressing Systemic Racism" and "The Refugee Next Door" campaigns with Labour Community Services. Both campaigns are intended to address the discrimination experienced by our co-workers, family and friends - and to help everyone learn more about our shared humanity. The word solidarity is a verb - a practice of providing support for others without an expectation of anything in return except for a better world.

This is why the work that Labour Community Services does, with financial support from United Way Greater Toronto, is so important. Breaking down barriers, linking communities, and building social solidarity, are at the core of Labour Community Services' mission.

I anticipate that 2020 will be marked by continued change. I look forward to working within the labour movement and with the broader community to continue on this journey towards a better world.

In Solidarity,



John Cartwright
President, Board of Directors, Labour Community Services

OUR LONG-STANDING PARTNERSHIP HAS NEVER BEEN MORE RELEVANT

LETTER FROM THE PRESIDENT AND CEO
UNITED WAY GREATER TORONTO



Daniele Zanotti
President and
Chief Executive Officer

Dear Friends

Our long-standing partnership has never been more relevant.

As United Way Greater Toronto, working in communities across Peel, Toronto and York Region, we are so proud and grateful to continue coming together with our brothers and sisters – with all of you – to tackle local poverty and support our most vulnerable.

We have stayed the course to navigate change and improvements for a precarious and changing labour market. Whether through our shared advocacy of Community Benefit Agreements or participation in your annual breakfast to highlight the work of our Labour leaders – we continue to bring our voices together to collaborate, deepen our partnership and find solutions.

And as we look to the future, we know we must work even harder.

COVID-19 is putting our community's most vulnerable people in extremely challenging situations. Those who already face significant and barriers, including poverty, homelessness and social isolation, need even more of our help during this time. Our essential workers, especially, are stepping up in the face of additional risks.

On behalf of United Way, I extend our heartfelt thanks and appreciation for all you do, whether in the frontlines or behind the scenes. We know that we are stronger together.

Always and only, thank you.

A handwritten signature in black ink, appearing to read "Daniele Zanotti".

Daniele Zanotti

**WORKING WITH COMMUNITIES IN
PEEL, TORONTO
& YORK REGION**

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Fax 905 474 0051

unitedwaygt.org

PROCLAMATION OF NOT-FOR-PROFIT RECOGNITION DAY

LETTER FROM THE MAYOR OF TORONTO

JOHN TORY
MAYOR

Proclamation

Not-for-Profit Recognition Day

October 2, 2019

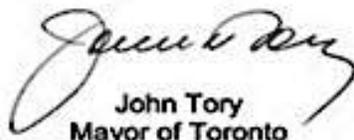
WHEREAS in December 2017 Toronto City Council adopted a policy framework to guide how the City works with Toronto's 14,000 community-based, not-for-profit organizations. Today we recognize their immense public benefit and dedication to our city.

The City of Toronto is home to a variety of different Not-for-Profit organizations - their missions, services, and programs range from health and social services to civic engagement, arts and culture, environmental protection, sports and recreation, and much more. They serve individuals and communities, young and old, locals and newcomers. Amongst these organizations one thing is common - caring and serving others is a top priority and one of their core values.

Toronto's not-for-profit sector builds a better city with smart solutions that boost the local economy and put people first. The sector provides meaningful work for over 200,000 people with an economic impact of at least \$14 billion annually and over eight per cent of Toronto's GDP.

The work of the not-for-profit sector is vital to the City of Toronto. The City relies on its insights to better understand communities and respond to emerging needs. The City of Toronto continues to invest in the sector to ensure that all Torontonians have access to core services and programs.

NOW THEREFORE, I Mayor John Tory, on behalf of Toronto City Council, do hereby proclaim **October 2, 2019** as "Not-for-Profit Recognition Day" in the City of Toronto.



John Tory
Mayor of Toronto



2019/21 STRATEGIC PRIORITIES

The words “for all” in our mission statement denotes a powerful aspiration. They signify that we understand and recognize the need for collective action when confronting social issues that impede achieving a just and equitable society. While Labour Community Services’ work is well-known in many unions, there are still some that are unaware of the extent to which we can be an asset to their union and its membership.

OVER THE NEXT 3 YEARS, LABOUR COMMUNITY SERVICES WILL FOCUS ON THE FOLLOWING 5 PRIORITIES:

1

STRENGTHEN AND PROMOTE THE RELEVANCE OF LABOUR COMMUNITY SERVICES TO UNIONS.

2

STRENGTHEN LABOUR AND COMMUNITY JOINT ACTION.

3

EXPAND WORK ON SYSTEMIC RACISM WITH LABOUR.

4

PROMOTE LABOUR'S WORK WITH THE UNITED WAY AS ONE CONTRIBUTION TO ADDRESS POVERTY.

5

ENSURE COMMUNITIES KNOW HOW LABOUR'S ACTIONS CONTRIBUTE TO THEIR WELL BEING.

LOOKING BACK AT 2019

#UNIGNORABLE

#UNIGNORABLE

#UNIGNORABLE

#UNIGNORABLE

#UNIGNORABLE

#UNIGNORABLE

#UNIGNORABLE

#UNIGNORABLE

UNITED WAY GREATER TORONTO



In 2019, our Brothers and Sisters wore their hearts on their sleeves. By participating in the United Way *Show Your Local Love* campaign, they amplified their voices to make poverty in our communities #UNIGNORABLE.

Union members across the Toronto and York Region donated towards the United Way, which oversees the distribution of funds to more than 270 community agencies, ran United Way fundraising campaigns in their workplaces, sat on United Way committees, which included the United Way Greater Toronto Board of Trustees, and served on the United Way Greater Toronto Campaign Cabinet.

Labour Community Services is grateful for the many contributions and the dedication put in by our Brothers and Sisters towards a shared vision of United Way and Labour.

Together, as we move into 2020, Labour Community Services looks forward to working with United Way Greater Toronto to continue fighting in solidarity with our Brothers and Sisters to eliminate poverty. By supporting United Way Greater Toronto's work, we aim

to make our communities better places to live, work and thrive. We thank the countless contributions and dedication our Brothers and Sisters have, continuing to uphold and strengthen the long-standing partnership between labour and community.

In Solidarity,

Labour Community Services

UWGT BOARD OF TRUSTEES

Lily Chang, City of Toronto Unit Officer,
Canadian Union Public Employees Local 79

Mohammed Hashim, Toronto & York Region
Labour Council

2019 UWGT CAMPAIGN CABINET

Doug Sheppard, Unit Chair (York
Region/LTC), CUPE Local 905

Sharon Desousa, Ontario Regional Executive
VP, Public Service Alliance of Canada

Frank Ramagmamo, President, Toronto
Professional Firefighters' Association



2019 UNITED WAY HONOUR ROLL

The Toronto & York Region Labour Council proudly recognizes the contribution of the members of the following unions. Their generosity has helped United Way Greater Toronto realize their fundraising goal. Thank you!

Air Line Pilots International Association
Alliance of Canadian Cinema, Television and Radio Artists
Amalgamated Transit Union
American Federation of Musicians of the United States and Canada
Association of Management, Administrative and Professional Crown Employees of Ontario
Association of Postal Officials of Canada
Bakery, Confectionery, Tobacco Workers' and Grain Millers' International Union
Canadian Airline Dispatchers Association
Canadian Labour Congress
Canadian Media Guild Canadian Union of Brewery and General Workers
Canadian National Railways Police Association
Canadian Office and Professional Employees Union
Canadian Pacific Police Association
Canadian Postmasters and Assistants Association
Canadian Union of Postal Workers
Canadian Union of Public Employees
Directors Guild of Canada (Ontario)
Elementary Teachers' Federation of Ontario
International Alliance of Theatrical Stage Employees
International Association of Fire Fighters
International Association of Machinists and Aerospace Workers
International Brotherhood of Electrical Workers
International Union of Operating Engineers
Labourers' International Union of North America
National Union of Public and General Employees
Ontario English Catholic Teachers Association
Ontario Federation of Labour Ontario Nurses' Association
Ontario Professional Fire Fighters Association
Ontario Public Service Employees Union
Ontario Secondary School Teachers' Federation
Ontario Teachers Federation
OPSEU Liquor Control Board Employees Division
Plumbers and Steamfitters Union
Power Workers' Union
Practical Nurses Federation of Ontario
Professional Institute of the Public Service of Canada
Public Service Alliance of Canada
Service Employees' International Union Canada
Society of Energy Professionals
Teamsters Canada
Telecommunications Workers Union Toronto Police Association
Toronto Professional Firefighters Association
Unifor
Unite Here
United Food and Commercial Workers
United Brotherhood of Carpenters and Joiners of America
United Steelworkers Workers
York University Faculty Association
York University Staff Association



LABOUR COMMUNITY ADVOCATES TRAINING (LCAT) PROGRAM

2019 was another successful year for our Labour Community Advocates Training (LCAT) program. The LCAT program has continued to provide participants with invaluable information about social issues faced by working people, as well as resources available within their communities. This allows participants to explore ways in which unions and other labour bodies can help build and sustain resilient and respectful communities. Thank you to everyone who took part in the LCAT program and a big congratulations to all our graduates! We look forward to seeing what everyone accomplishes in the future.

CONGRATULATIONS LCAT CLASS OF 2019!

GRADUATE - LEVEL 1	UNION	LOCAL
Alpana Des	OPSEU	594
Audrea Martin	USW	1998
Culvin Reddick	OPSEU	573
Fowzia Mahamed	Community	0
Hilary Frances	OPSEU	502
Jemal Imana	Unite Here	75
Jeananne Robertson	USW	1998
Joanne Coniam	OSSTF	12
Judith Logan Junop	IFPTE	160
Kareen Marshall	OPSEU	540
Karen Ebanks	OECTA	York
Karl Wiegele	IBEW	353
Kelly Nobert	OPSEU	386
Khadra Husein	CUPE	4400
Lambert Assamoi	OPSEU	542
Lucas Chatoor	Student	
Michelle Godin	OPSEU	526
Nasteeha Dirie	COPE	343
Panagiota Pangakos	OPSEU	55
Ralph Chatoor	The Society	
Rhea Dsingh	OPSEU	573
Rhonda Bromley	COPE	343
Sandra Small	OPSEU	502
Sandra Reader	CUPE	3224
Sanjeev Srivastavn	OPSEU	542
Shah Nawaz	OPSEU	545
Shariff Jaubocus	PSAC	638
Stacy Dounas	OPSEU	386
Stephaney Williams	SEIU	1
Steve Tapp	OPSEU	582
Susan Conliffe	SEIU	1
Tamara Goldie	OPSEU	386
Temaj Abdella	PSAC	638
Thanuja Virmoothy	PSAC	638
Tina Falbish	OPSEU	552
Verna Lisi	OPSEU	509

LEVEL 1



GRADUATE - LEVEL 2

UNION

LOCAL

Alpana Des	OPSEU	594
Audrea Martin	USW	1998
Culvin Reddick	OPSEU	573
Fowzia Mahamed	Community	
Hilary Frances	OPSEU	502
Jemal Imana	Unite Here	75
Jeananne Robertson	USW	1998
Joanne Coniam	OSSTF	12
Judith Logan Junop	IFPTE	160
Kareen Marshall	OPSEU	540
Karen Ebanks	OECTA	York
Karl Wiegele	IBEW	353
Khalid Z. Ahmed	USW	1998
Melaku Seyoum	Unite Here	75
Michelle Godin	OPSEU	526
Pat Ciadullo	OPSEU	502
Rechev Browne	UFCW	1006A
Stephaney Williams	SEIU	1
Susan Conliffe	SEIU	1
Tina Falbish	OPSEU	552

LEVEL 2

BECOME A LABOUR COMMUNITY ADVOCATE

A LABOUR COMMUNITY ADVOCATE HAS 3 ROLES:

1. To link workers facing workplace, personal or family challenges with resources in the community
2. To identify community issues where the union can play a role, through collective bargaining or social action
3. To support community activism among union members, unions and labour organizations

WHAT ARE LABOUR COMMUNITY ADVOCATES TRAINED TO DO?

Labour Community Advocates are trained to act as a resource to union members and to the local union itself. They can:

- Provide information to the union local and its members about community services
- Listen and provide a safe space where union members can confidentially discuss a problem they are facing and identify how to proceed
- Make referrals to appropriate community services and act as a link or bridge for union members
- Follow-up and ensure that referrals are appropriate, services meet the member's needs, and support systems are in place once the member returns to their job
- Act as a liaison to the community on behalf of the local, and support member and union involvement in the community
- Engage in prevention and union action by identifying issues that are having an impact on members and the community, and to identify ways the local union can respond

SOME OF THE TOPICS COVERED IN THE LABOUR COMMUNITY ADVOCATES TRAINING (LCAT) PROGRAM INCLUDE:

- Community services
- Principles of communication
- Stress, interviewing and referral skills
- Conflict resolution
- Understanding violence
- Time management
- Addiction and dependency
- Mental health
- Financial and credit counselling
- Harassment and bullying
- Loss and grief
- Work-life balance
- Critical incidents
- + much more

FOR MORE INFORMATION

Please contact Najib Soufian, Labour Community Advocate Training Coordinator:

Phone: 416-445-5819 ext. 26

Email: nsoufian@labourcommunityservices.ca



FOR ALL

SPECIAL PROJECTS

The Special Projects portfolio is Labour Community Services' bridge between community groups, social service organizations, and unions, working in key collaborative areas, some of which are highlighted below from work done in 2019.

GOOD JOBS FOR ALL COALITION (GJFAC)

The Good Jobs for All Coalition (GJFAC) receives staff support through Labour Community Services' Special Project portfolio. In 2019, the GJFAC saw success working collaboratively with the Worker Commissioner, community organizations, legal clinics, research bodies, advocacy groups, organized labour, and coalitions in Quebec and in the rest of Canada, to address shortcomings in the Employment Insurance (EI) program. Calls for action to fix EI came from all across Canada and saw the federal government in August 2019, announcing the reinstatement of a tripartite decision-making process at the first stage of an EI appeal (beginning April 2021, following a transition period).

In 2019, the coalition also weighed in on Google's Sidewalk Labs proposal to develop a smart city along Toronto's waterfront. GJFAC undertook elevating the conversation on the proposed development by creating an information sheet on the development that highlighted the need for good jobs, real affordability in housing, sustainable building practices, etc. GJFAC also convened public discussions in downtown Toronto, Scarborough, and Parkdale on the central theme of what kind of city we want.

TORONTO & YORK REGION LABOUR COUNCIL'S EQUITY COMMITTEE (EC)

Special Projects, the Toronto & York Region Labour Council staff and the Equity Committee, brought yet another successful Indigenous Workers/Workers of Colour conference to life. The committee's signature event saw nearly 200 union and community members gathered to learn, and exchange new and tried ideas, in the pursuit of social justice, equity and inclusion. The 2019 conference, entitled, "Confronting Oppression and Building Unity," provided a forum where union and community members worked to transform ideas into practice. Working with Labour Community Services, the committee presented the 2019 Bromley Lloyd Armstrong Award to Mark Brown of the Canadian Union of Postal Workers.

DIXON SAFETY COMMITTEE (DSC) & POSITIVE CHANGE TORONTO INITIATIVE (PCTOI)

Special Projects continued to work with the DSC and PCTOI to address the needs of the Somali community residing in north Etobicoke. Celebrating Iftar at Toronto Police Service 23 Division with the community has become an annual event focused on promoting understanding between the police and the Somali community residing in the area. A local food caterer was presented with a plaque in

appreciation for his long-standing, generous support for bridging the divide between the police and the community. On October 10, 2019, a special meeting hosted by Positive Change and the Dixon Safety Committee was held at the condominium complex on Dixon Rd. and Kipling Ave. The meeting focused on getting input from key stakeholders on how the community can be best served. Stakeholders that attended the meeting included residents, faith leaders, condominium owners, building management, Toronto Police, social service providers, and principals from 3 local schools (including Kingsview Elementary School, and Dixon Grove Junior Middle School).

LAWRENCE HEIGHTS INTER-ORGANIZATION NETWORK (LHION)

Labour Community Services is a member in good standing of LHION. Special Projects is Labour Community Services' representative at the LHION general meetings and is an active member of LHION's Civic Action Committee. In 2019, the committee engaged residents on social issues as the neighbourhood undergoes redevelopment. Leading up to the October 16th federal election, Special Projects along with members of the Civic Action Committee, staffed a voter information table and provided local residents with information related to locations of polling stations, and what documents are needed to cast a vote.

SOCIAL PLANNING COUNCIL YORK REGION (SPCYR)

Labour Community Services has continued its work supporting SPCYR with Special Projects staff providing some staff assistance to the organization. SPCYR is part of the York Communities for Public Education (YCPE). The coalition of unions, parents, students, educators, education workers, and community allies in York Region was launched on October 28, 2019, with students taking the lead, showcasing the value and importance of a well-funded public education system. SPCYR's work with Ontario for All continued in 2019, and included convening several meetings with service providers in the York Region.

TORONTO NOT-FOR-PROFIT NETWORK (TNN)

As a member of the Toronto Not-for-Profit Recognition Day Committee, Special Projects (on behalf of Labour Community Services), assisted in planning the inaugural event that recognized the contribution and value of the not-for-profit sector in the lives of Torontonians. On October 2, 2019, Toronto's Mayor, John Tory, issued a proclamation in recognition of Toronto's not-for-profit sector.

FINANCES AND ADMINISTRATION

In supporting to maintain and grow the financial stability of Labour Community Services, the Finance and Administration Coordinator has accomplished the following:

OVER \$100,000 REVENUE RAISED

Over \$100,000 in revenue was generated outside of the main funding source through projects, fees for services, government rebate programs and GICs. It helped to offset moving-related costs and pay for extra projects, such as the Open House on September 13, and the Refugees Next Door Forum on September 25.

BROMLEY LLOYD ARMSTRONG AWARD DINNER AND GALA

The Bromley Lloyd Armstrong Dinner and Gala was another successful event on June 7, 2019. Over 200 guests from 23 different union organizations bought tickets or tables to join the celebration, and 18 organizations bought the sponsorship packages. We thank you all for supporting our fundraising efforts.

LABOUR COMMUNITY SERVICES OFFICE MOVES LOCATION

In April 2019, Labour Community Services move to a more environmentally friendly office in the Keele and Finch neighbourhood.

HISTORICAL DOCUMENTS DIGITIZED

In 2019, staff took the opportunity to finalize the digitization of historical documents. The Labour Community Services Toronto office is more environmentally friendly in the new neighbourhood.

WORKING WITH THE CHINESE COMMUNITY

Our contributions to the vibrant growth of the Chinese Inter-Agency Network and the Chinese Workers' Network has been remarkable. These networks connect the greater community to larger social issues, such as cuts to legal aid and education, as well as workers' rights and workplace health and safety. It is a genuine honor to be part of Labour Community Services' mission: to voice community concerns and speak up for the marginalized in our communities.





LIFELINE FOUNDATION



Since 2005, Labour Community Services has hosted and carried out the work of the Lifeline Foundation, a program of the United Steelworkers (USW) Toronto Area Council. The Foundation was first established as a charitable, non-profit organization in 1974 and has been governed by a voluntary board of directors composed of both USW members and participating employer representatives.

In 2019, the Lifeline Foundation celebrated its 45th year of providing service to USW members in Toronto, and now includes members from parts of Eastern Ontario.

Lifeline provides information, referral, and support services for USW members and their families who are troubled by personal or workplace issues. Workplace seminars are also offered, where addressing workplace harassment and violence, and money management and budgeting, have been the two most attended.

The Lifeline Coordinator extends thanks to both the USW Area Council and Labour Community Services for their continuing support and collaboration over the past year, and looks forward to the upcoming year.

YES, IT MATTERS!

ADDRESSING SYSTEMIC RACISM CAMPAIGN

Systemic racism is a pervasive issue that will not be undone by any single measure. In order to address racism in the Toronto and York Region, there must be acknowledgment that structural racism and individual acts of racism matter. In 2019, the *Yes, It Matters! Addressing Systemic Racism* brochure was produced, and an advisory committee struck. The committee will guide Labour Community Services' work on this issue, in partnership with the Equity Committee of the Toronto & York Region Labour Council. The challenge ahead is great, but so is our resolve.



CHARTER OF INCLUSIVE WORKPLACES AND COMMUNITIES

Discrimination in all its forms threatens our country's rich social fabric, including the workplaces of union members and the communities in which we live. Dividing people because of race, religion, ancestry or any other difference that undermines human rights, serves only to weaken our unions and society.

We commit to standing up for the rights and dignity of everyone in order to promote inclusive, just and respectful workplaces and communities.

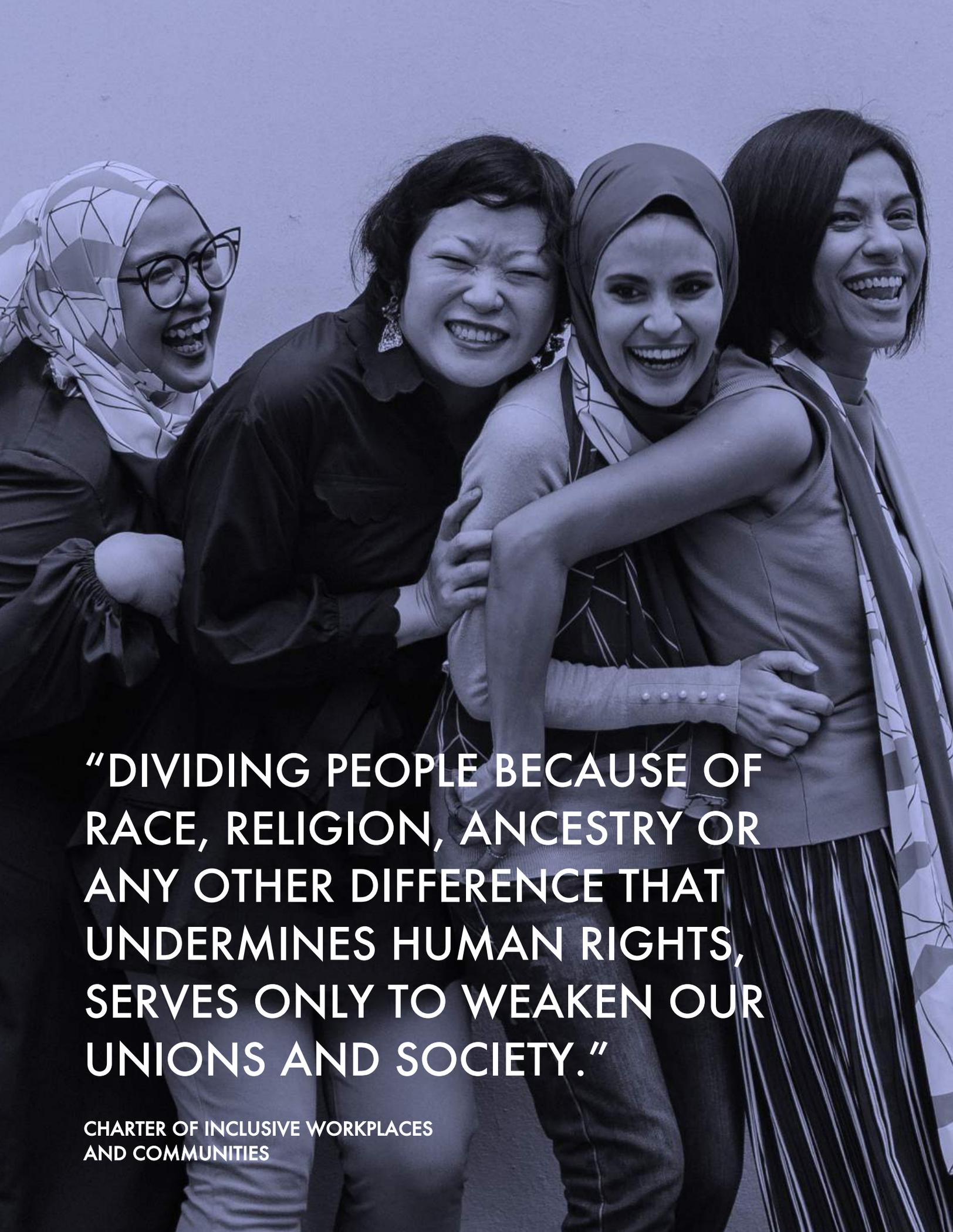
That is why we affirm that:

- Islamophobia, anti-Black racism and all other forms of racism, xenophobia, anti-Semitism and bigotry have no place in our workplaces or communities.
- Discrimination and acts of hate against union members and others in our communities marginalizes individuals and groups and excludes them from participating fully in our union, workplaces and their communities.
- The dignity of every member is essential to a healthy and vibrant union and workplace.
- As a labour movement, we will work with all levels of government, Indigenous peoples, civil society and communities to develop policies, programs and initiatives to reduce and eliminate racism, hate and bigotry in all its forms.
- By working together, we can nurture inclusive workplaces and strengthen our shared commitment to our union's shared values of equality, respect, justice, and dignity for all .

ADDRESSING SYSTEMIC RACISM: PLAN OF ENGAGEMENT

Here is a basic outline of how you can undertake this work in your union.

- Recruit a well-respected leader in the organization to sponsor this effort.
- Ask the Executive to adopt the Charter of Inclusive Workplaces and Communities. Use this document as a background for discussion. Consider inviting someone from Labour Council to speak to the issue.
- Ask workers of colour to help guide this work, but don't leave it only up to them. All leaders have a responsibility to ensure the resources and support are in place for this effort to succeed.
- Create an internal working team, perhaps drawing from your union's human rights or equity committee, to help reach out broadly to the membership using the Charter and clear language material on equity.
- Take the Charter to a membership meeting for endorsement. Decide what material is best to provide for that discussion.
- Post the Charter in the union office and on the website.
- Include it in your next newsletter
- Take time in the next Stewards meeting to discuss the principles of solidarity involved in the Charter, and why addressing systemic discrimination is a core function of every steward. Ask each of them to take it back to their workspaces and discuss it with members.
- Recruit active members to take human rights courses offered by your union
- Find opportunities to celebrate and honour the diversity of your membership.
- Ask the union Executive to consider using the "Leaders Guide to Strengthen Unions - Moving Beyond Diversity Towards Inclusion and Equity" to plan deeper equity work for your union.



“DIVIDING PEOPLE BECAUSE OF RACE, RELIGION, ANCESTRY OR ANY OTHER DIFFERENCE THAT UNDERMINES HUMAN RIGHTS, SERVES ONLY TO WEAKEN OUR UNIONS AND SOCIETY.”

**CHARTER OF INCLUSIVE WORKPLACES
AND COMMUNITIES**



THE REFUGEES NEXT DOOR

CAMPAIGN

On September 25, 2019, a forum entitled, *"We All Belong: Labour's Commitment to Refugees,"* saw over 80 people attend a panel presentation focused on refugees. Panelists spoke on prominent issues that impact the lives of refugees. Labour's history of combating anti-refugee sentiments was echoed by labour leaders who spoke. United Way Greater Toronto's President and CEO, Daniele Zanotti, spoke of the work being done by the United Way-funded agencies to support refugees. To aid the work being done, the Refugees Next Door Advisory Committee developed a ten-minute presentation that focuses on the plight of refugees, Canada's response to past and current refugee crises in the world, and why labour has always stood in solidarity with refugees over the years. In November 2019, Labour Community Services staff and committee members delivered the presentation at the Ontario Federation of Labour convention to a receptive audience.

WHO IS A REFUGEE?

A person who has been forced to leave their country in order to escape war, persecution, or natural disaster. They are our friends, family, colleagues and neighbours who are all a part of our communities.

SOME CURRENT CONCERNS

- The promotion of hate and fear of refugees is used to divide us as workers and a community. Divisions based on fear and ignorance will put a wedge between us all.
- Children continue to be in immigration detention in Canada or separated from a parent because of immigration detention.
- Canada has a Safe Third Country Agreement with the United States of America to deport asylum-seekers if they pass through another country even if they face risk of torture or persecution in their home country.
- Arbitrary Detention: In 2014, the Canadian Council for Refugees (CCR) made a submission to the United Nations Working Group on Arbitrary Detention on the right of anyone deprived of his or her liberty to challenge the legality of the detention in court.

WHAT YOU CAN DO

- Find the facts about refugees and share it with your family, work mates, and neighbours
- Invite Labour Community Services to your next union meeting
- Connect with an organization serving refugees:
 - Canadian Council for Refugees: <https://ccrweb.ca/en>
 - Ontario Council of Agencies Serving Immigrants: www.ocasi.org
 - FCJ Refugee Centre: <https://www.fcjrefugeecentre.org/>
- Don't be a bystander - especially online

FOR MORE INFORMATION

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PARTNERSHIPS

TORONTO COMMUNITY BENEFITS NETWORK (TCBN)

The Toronto Community Benefits Network (TCBN) has built a strong community-labour partnership with a support base of workforce development agencies, learning institutions, and funders. At Labour Community Services, we are committed to continue supporting this valuable and much needed endeavour through our formal agreement. To learn more about TCBN, check out their website: www.communitybenefits.ca.

47% TRADELINX THROUGH THE LABOUR EDUCATION CENTRE (LEC)

TradeLinx is a twelve-week sector focused pre-apprenticeship training program for Ontario Works (OW) recipients who are interested in a career in the skilled trades/construction industry. It is offered through Labour Community Services' sister organization, Labour Education Centre (LEC), and funded by Toronto Employment and Social Services (TESS) and the United Way Greater Toronto - Career Navigator-Stream. Labour Community Services continued its support of the program through a formal partnership agreement with LEC. To learn more about how OW recipients are benefitting from this program check out their website at www.laboureducation.org/tradelinx.



THE BROMLEY LLYOD ARMSTRONG AWARD

WHY LABOUR COMMUNITY SERVICES HONOURS AND CELEBRATES THE LIFE, LEGACY, AND WORK OF BROMLEY LLOYD ARMSTRONG

Photo Credit: Toronto & York Region Labour Council

Each year, Labour Community Services presents the Bromley Lloyd Armstrong Award to a labour and community activist who exemplifies labour values and champions community needs. But who was Bromley Lloyd Armstrong? Bromley was a labour, social and human rights activist. He will always be remembered as a champion and staunch advocate for social justice issues in the labour movement and the community. He often described himself as a “blood and guts” ally of the working poor. His work was focused on linking labour values to community needs. The work he did inextricably linked his identity as a labour and community activist. It was his belief that labour values should serve community needs. After all, union members all live in communities. It may have been this philosophy that led him to take on one of his more notable fights in Dresden, Ontario.

In the 19th century, Dresden, Ontario was the home of Uncle Tom’s Cabin and the terminus of the legendary Underground Railroad. By the end of the World War II, however, Dresden – once a beacon of hope for Black people – had turned into a bastion of racism. The irony wasn’t lost on human rights activists, such as Bromley Lloyd Armstrong. It was common for Black people to be refused service in Dresden. To combat racism, the National Unity Association (NUA) of Chatham, Dresden and North Buxton, fought for, and won, the Fair Employment Practices Act of 1951 and Fair Accommodation Practices Act that prohibited discrimination in hiring and in access to housing and public places.



Dresden's town council, however, did not end discrimination against Blacks. Working with the Toronto-based Joint Labour Committee to Combat Racial Intolerance and the NUA, Bromley took part in sit-in "tests" in the presence of invited media. The tests were designed to examine Dresden's compliance with legislation that prohibited discrimination. Bromley, along with Ruth Lor Malloy, a Chinese Canadian, and Hugh Burnett of the NUA, went to Kay's Café, where they were refused service. The labour and community actions to address and bring an end to discrimination in Dresden finally resulted in Dresden's town council abiding by the non-discrimination laws. This was a pivotal step leading to the establishment of the Ontario Human Rights Commission in 1961. This single recounting of a historic event during which Bromley leveraged his identity as a labour activist to meet the needs of a community is only one of many such events in Bromley's illustrious life. Bromley lived his life bringing together labour values and community activism.

This is one reason why we, at Labour Community Services, annually present the Bromley Lloyd Armstrong Award to a labour activist, who is also a community activist who exemplifies labour values. In presenting the award, we honour Bromley's work and legacy. The 2019 Bromley Armstrong Award recipient, Mark Brown, said as much in his acceptance speech. As an organization, Labour Community Services acts as a bridge between labour and the community. Our daily activities are a manifestation of the concept that labour and community are inextricably linked by shared social justice values.

STAY

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ACKNOWLEDGMENTS

COLLABORATION IS WHAT DEFINES OUR WORK AT LABOUR COMMUNITY SERVICES

LABOUR COMMUNITY SERVICES STAFF

Hats off to you and the dedication you showed throughout 2019.

2018/19 BOARD OF DIRECTORS

Your guidance in taking on sensitive and difficult conversations has helped to keep Labour Community Services' work responsive to current and emerging issues.

UNITED WAY GREATER TORONTO

Our long-standing partner and funder, thank you for your ongoing support and solidarity. Surely together we have positively impacted the lives of many families in the Toronto and York Region.

VOLUNTEERS

You have helped to keep a spotlight on labour's contributions to charitable endeavors through your work with United Way.

EXTENDED LABOUR FAMILY

Your continued financial support, thorough payroll contribution, helped in keeping many social service organizations provide much needed services.

PARTNER ORGANIZATIONS

Your advocacy on dismantling barriers for historically disadvantaged groups is in line with our objectives to create a just and equitable society for all.

METCALF AND ATKINSON FOUNDATIONS

As funders of our partner organizations, you have been strong collaborators in building resilience in communities.

YOU

Our friends and supporters. We look forward to connecting and working with you all in 2020.

LABOUR AND COMMUNITY WORKING TOGETHER FOR ALL.

