

# LABOUR COMMUNITY SERVICES



## 2022 ANNUAL REPORT

SOCIAL SOLIDARITY BETWEEN LABOUR AND COMMUNITY TO  
ACHIEVE A JUST AND EQUITABLE SOCIETY FOR ALL

In partnership with



## **LABOUR COMMUNITY SERVICES**

895 DON MILLS RD.  
NORTH YORK, ON M3C 1W3



[info@labourcommunityservices.ca](mailto:info@labourcommunityservices.ca)



[@Labour\\_CS](https://twitter.com/Labour_CS)

**[WWW.LABOURCOMMUNITYSERVICES.CA](http://WWW.LABOURCOMMUNITYSERVICES.CA)**

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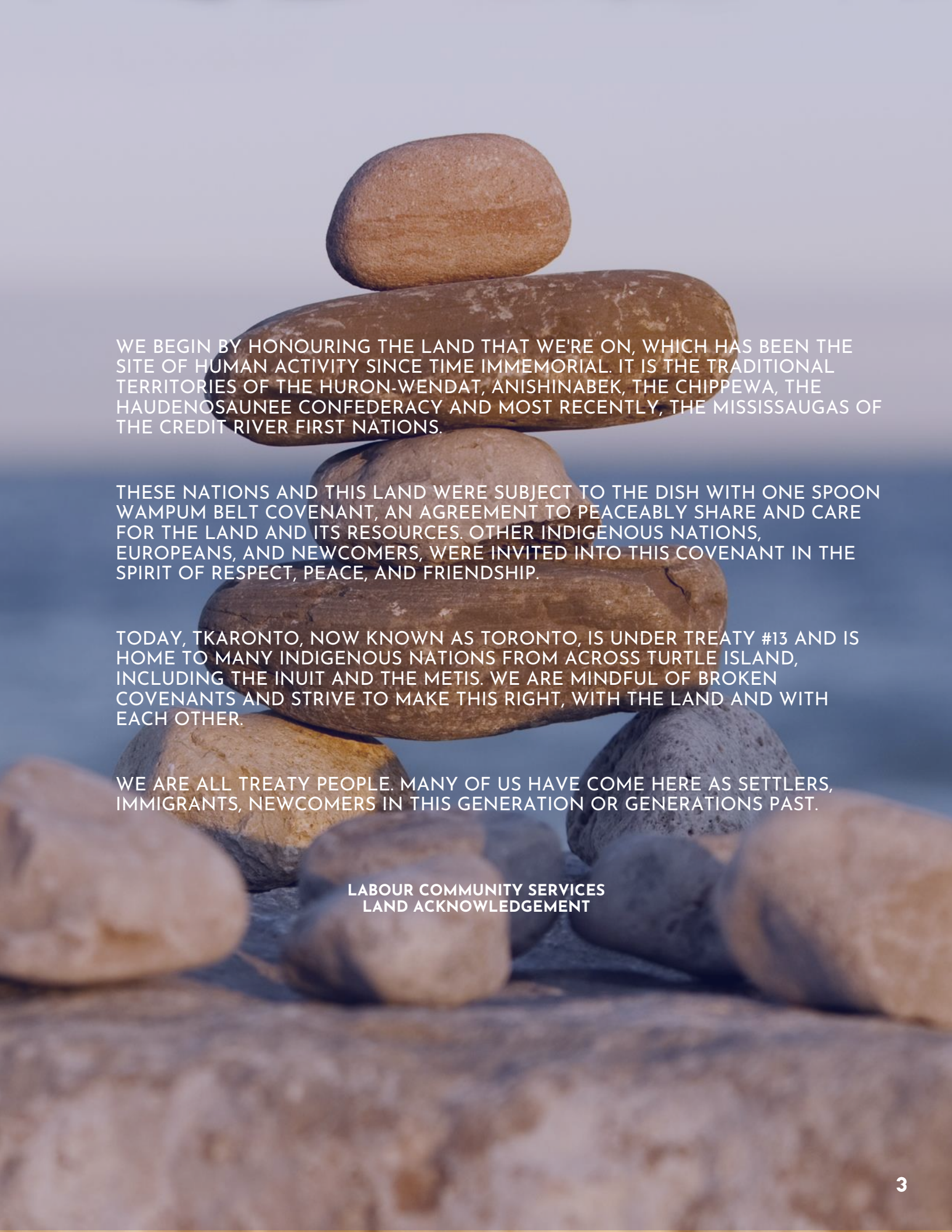
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WE BEGIN BY HONOURING THE LAND THAT WE'RE ON, WHICH HAS BEEN THE SITE OF HUMAN ACTIVITY SINCE TIME IMMEMORIAL. IT IS THE TRADITIONAL TERRITORIES OF THE HURON-WENDAT, ANISHINABEK, THE CHIPPEWA, THE HAUDENOSAUNEE CONFEDERACY AND MOST RECENTLY, THE MISSISSAUGAS OF THE CREDIT RIVER FIRST NATIONS.

THESE NATIONS AND THIS LAND WERE SUBJECT TO THE DISH WITH ONE SPOON WAMPUM BELT COVENANT, AN AGREEMENT TO PEACEABLY SHARE AND CARE FOR THE LAND AND ITS RESOURCES. OTHER INDIGENOUS NATIONS, EUROPEANS, AND NEWCOMERS, WERE INVITED INTO THIS COVENANT IN THE SPIRIT OF RESPECT, PEACE, AND FRIENDSHIP.

TODAY, TKARONTO, NOW KNOWN AS TORONTO, IS UNDER TREATY #13 AND IS HOME TO MANY INDIGENOUS NATIONS FROM ACROSS TURTLE ISLAND, INCLUDING THE INUIT AND THE METIS. WE ARE MINDFUL OF BROKEN COVENANTS AND STRIVE TO MAKE THIS RIGHT, WITH THE LAND AND WITH EACH OTHER.

WE ARE ALL TREATY PEOPLE. MANY OF US HAVE COME HERE AS SETTLERS, IMMIGRANTS, NEWCOMERS IN THIS GENERATION OR GENERATIONS PAST.

**LABOUR COMMUNITY SERVICES  
LAND ACKNOWLEDGEMENT**

WHO

WE

ARE



## OUR COMMITMENT TO A JUST AND EQUITABLE SOCIETY FOR ALL

Established as a partnership between Toronto & York Region Labour Council and United Way Greater Toronto in 1982, Labour Community Services (LCS) was founded on the concept that everyone deserves to live in a just and equitable society.

Rooted in the knowledge that we are stronger when we work together, LCS acts as a bridge between the labour movement and community organizations/groups to tackle social inequities, such as poverty and racism. With support from United Way, LCS works with community organizations and unions to deliver educational training programs. By supporting United Way Greater Toronto's fundraising campaign, 280 community agencies can deliver much-needed social services.

Working side by side with unions and community groups, LCS continues to uphold its core value of creating a deep and lasting social solidarity between labour and community, to achieve a just and equitable society for all.

# LETTERS

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LCS

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PRESIDENT

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PRESIDENT AND CEO

UNITED WAY GREATER TORONTO

# MESSAGE FROM FADUMA MOHAMED



When the pandemic hit in 2019, none of us knew what the impact would be on our lives. We collectively went through COVID-19 and navigated the new rules and challenges of everyday life – and are continuing to do so today. Leaning on one another for support was crucial to navigating the reality that things were just not going to be the same as they were before. But, with new challenges came new opportunities, and we learned how to think outside the box. The pandemic became our moment to reassess how to be better.

In 2022, we collaborated and operated online as safely advised by the Ontario Ministry of Health, and engaged respectively with Labour, the community and government, on confronting systemic racism and the equal prioritization of refugees in Canada. Labour came together and continued to support United Way Greater Toronto reach their goal of 110M to support 300 community agencies across the Greater Toronto Area. We also had the opportunity to work with Toronto Community Benefits Network on hosting a conversation on the United Nations Decade for People of African Descent and the International Day for the Elimination of Racial Discrimination. LCS' first Anti-Racism Forum and the launch of a campaign that focuses on anti-racism transformational change within the collective bargaining process, member-to-member racism, and constitutional change within unions, took on a bold step in the fight to end racism by first looking within unions and the broader Labour movement.

It is with great sadness that our dear friend and sister, Carol Wall passed away in April 2023. She had played such a big role in developing and implementing the anti-racism forum and campaign in 2022, and recently with facilitating the 2-day strategic planning session for 2023-2026. The strategic planning report in this document was submitted by her and is a true testament to her dedication to fighting for the cause and wanting to make a difference. I would like to also extend my thanks to everyone who participated in the strategic planning session to help guide LCS in the next 3 years.

You will find many more highlights and examples of resilience throughout this annual report, all of which would not have been possible without the hard work and dedication of the LCS team, board, committees, partners and volunteers. It has not been an easy journey for justice. It never has been. But, we're still here and know that there are many like us who will continue to fight for a more just and equitable society for all.

Thank you for being on this journey with us.

Sincerely,

*Faduma Awow Mohamed*

Faduma Mohamed  
Executive Director  
Labour Community Service



# MESSAGE FROM ABDI HAGI YUSUF



By 2022, the COVID-19 pandemic was part of our new norm, but its devastating affects continued to be felt by many.

As a bridge between Labour and community, Labour Community Services continued to hold onto its foundational mission of striving for "...a just and equitable society for all." The pandemic was a reminder that the fight for social justice and human rights could not afford to get lost in the shuffle, but instead, was integral to a just recovery.

In 2022, we saw the transition of the pandemic lockdowns and social distancing, to slowly meeting and socializing again in person. Caution was still practiced because the pandemic was not over, and knew the toll the pandemic took on people's personal and professional lives. At LCS, it was our number one priority to keep in mind how all this factored into ensuring our work provided workers and the community support through the services we provided.

LCS continued their activities efficiently online, reaching more people throughout Ontario. We are thankful for everyone's continued collaboration to help engage in conversations and actions to push for real change. We are especially proud of those who signed up to take the Labour Community Advocate Training Program to become part of a network of trained leaders who become a central point of contact for social service resources within their workplaces and communities during the hardest of times.

On behalf of the LCS Board, I would like to thank everyone for your dedication to one another and to our communities. Our mission reminds us that people are at the centre of what we do - and striving for equity is at the root of justice.

In Solidarity,



Abdi Hagi Yusuf  
President, Board of Directors  
Labour Community Services



# MESSAGE FROM ANDRIA BABBINGTON



We are stronger when we work together. This has been at the centre of the Labour Movement and has especially resonated during the past few years of the COVID-19 pandemic.

I am proud that through the Toronto & York Region Labour Council, we continued to have our voices heard, make real change and have an impact on not only the 220,000 members we serve, but for all Canadians. As a Labour Movement, our ability to mobilize and empower working-class people, many of whom are immigrants just like myself, to become more educated in their rights, is something I am proud of. 2022 showed us how resilient we are as a society and how we will continue to thrive.

The theme of United Way Greater Toronto's community campaign was "United". Together, Labour and United Way has a long-standing partnership that has enabled us to help support 300 community agencies within the GTA. Throughout the year and with the Presidents' Breakfast, Labour came together as a unified front, for the 2022 community campaign. Thanks to the help of Labour, United Way Greater Toronto was able to reach their 110M goal.

With events such as the annual Bromley Lloyd Armstrong Awards Gala, we see how fighting for equity and human rights is carried throughout the entire Labour Movement. We see the individuals and unions who step up to the plate to make a difference in their workplaces and communities. Since 2005, we recognized and acknowledged this work alongside Labour Community Services, even during the pandemic when we held the event online. This event has always been an encouraging example of the impact one person's life can have and its ability to transcend barriers, people and places.

The opportunity to witness Labour Community Services host its first anti-racism forum and launch a campaign that focuses on looking at what unions can do to end racism, was another testament to the power of collaboration. The forum allowed union leaders to engage in an open and honest conversation about the challenges and work still needed by unions to eradicate racism within. We look forward to engaging further with this initiative in 2023.

Together with Labour Community Services, I am encouraged by the work we continue to tackle together. Regardless of the challenges that come our way, our foundation is about making a positive impact in society for all. I look forward to our continued collaboration.

In solidarity,

A handwritten signature in black ink that reads "Andria Babbington".

Andria Babbington  
President  
Toronto & York Region Labour Council

# MESSAGE FROM DANIELE ZANOTTI



To my friends,

Another year we stand in solidarity.

Through our partnership, we have been able to provide much needed support to communities across Peel, Toronto and York Region. We push forward on shared goals of social justice, illuminating systemic barriers facing Indigenous, Black, racialized, women, 2SLGBTQ+ and newcomer populations - and then working to dismantle them. Labour is always with us hand in hand, ensuring safe and stable employment, training opportunities, personal and professional growth and access to the right mental health support.

From witnessing your local love at the annual President's Breakfast to our continued commitment to the Labour Community Advocate Training Program, there are so many examples showcasing our shared commitment to making our community a better place for everyone.

As we navigate through this recovery period, many of us still face challenges from the pandemic, as well as new and pre-existing barriers including inflation and housing affordability. I am forever grateful for the work we undertake together. As a partner with you for 67 years, we have made a tangible difference in the lives of those who are most in need, and although the challenges remain great, I know that we will continue to do so in the years to come.

As we prepare for the 2023 campaign season, I look forward to greeting many of you in person for the first time since 2019, sharing stories and furthering our bond. Joining together in a campaign united to end poverty, commit to the solutions we know will make a difference and build a feeling of progress, change and hope in neighbourhoods across the GTA.

Always and only, thank you.

A handwritten signature in black ink, appearing to read "d. zanotti". The signature is stylized with a long horizontal line and a large, sweeping flourish at the end.

Daniele Zanotti  
President and CEO  
United Way Greater Toronto

2019/22

# STRATEGIC PRIORITIES

# 2019/2022 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. Labour Community Services will focus on the following 5 priorities:

1

Strengthen and promote the relevance of Labour Community Services.

2

Strengthen labour and community joint action.

3

Expand work on systemic racism with labour.

4

Promote labour’s work with United Way as one contribution to address poverty.

5

Ensure communities know how labour’s actions contribute to their well being.

# 2023/26 STRATEGIC PLANNING

## I. THE WORK THAT PRODUCED THIS REPORT

In January 2023, Labour Community Services (LCS) contracted Carol Wall to lead a strategic planning process to determine LCS's strategic plan for three years - 2023/26.

The strategic planning process was conducted after an unprecedented 2.5+ years of a global pandemic that saw LCS quickly pivot from working in their offices to working from home, as several shutdowns of offices, businesses etc. occurred to address the health and safety threat at the outset of the pandemic.

As the COVID-19 pandemic spread, causing 52,121 deaths to date, a vast number of citizens could choose to shelter in and work from their homes, however as we saw frontline workers in healthcare, grocery stores, mail delivery and others deemed essential services didn't have the ability to work from home.

A Federal Government report titled *Understanding the report on Key Health Inequalities in Canada*, states, "Canadians are among the healthiest people in the world. However, as this report shows, the benefits of good health are not equally enjoyed by all. Many of these inequalities are the result of social, political, and economic disadvantages, which affect our chances of achieving and maintaining good health. This report describes the degree and distribution of key health inequalities in Canada, a critical step in taking action to advance health equity.

LCS knew this all too well given the unions they work with, communities they served and their partnerships. That is why they quickly shifted to meeting online with staff to organize and discuss how to respond and continue their critical services, given the unknown nature of the pandemic.

LCS Staff and Partners came together to decide how best to work together and fulfill their mission statement to "Create a lasting social solidarity between Labour and community to achieve a just and equitable society for all."

To ensure the highest participation rate, the strategic planning session was planned for two back-to-back morning sessions of a 3-hour length, March 22 and 23, 2023

## II. STRATEGIC PLANNING PARTICIPANTS

### DAY 1 PARTICIPANTS:

- **LCS Board Members:** John Cartwright, Andria Babbington, David Rapport, Abdi Hagi Yusuf; Helen Kennedy, David Kidd, Scott West, Sharon Lupton, Judith Logan Junop
- **Toronto & York Region Labour Council - Equity Committee:** Kingsley Kwok.
- **LCS Staff:** Faduma Mohamed; Sharon Simpson; Olivia Liu, Marcia Lopez, Najib Soufian, Richelle Himaya, and Sharon Clark
- **Community Partners:** United Way Greater Toronto: Anita Stellinga, Laidlaw: Jehad Aliweiwi

### DAY 2 PARTICIPANTS:

- **LCS Board members:** John Cartwright, Andria Babbington, David Rapport, Abdi Hagi Yusuf; Helen Kennedy, Scott West, Sharon Lupton, Judith Logan Junop
- **Regrets:** David Kidd

- **Labour Council Equity Committee:** Kingsley Kwok.
- **LCS Staff:** Faduma Mohamed; Sharon Simpson; Olivia Liu, Marcia Lopez, Najib Soufian and Richelle Himaya, Sharon Clark
- **Community Partners:** United Way Greater Toronto: Anita Stellinga, Laidlaw: Jehad Aliweiwi

### III. STRATEGIC PROCESS:

- Defined LCS Vision. Reaffirmed importance of strategic planning
- Looking back to look forward - what's working, what's not working
- What needs our collective attention - Social and Political context shaping these priorities?
- Discussion and review of 2019-2022 Five priorities
- Confirmed current 5 priorities with revisions to address current social, political and economic realities.

The participants:

- a) Reaffirmed the necessity for strategic planning centering equity as a leadership competency in their strategic plan.
- b) Looked back - reflections of the achievements of LCS and review of 2019-2023 strategic plan. Looked forward - what priorities are still valid and ongoing, what priorities need to change?
- c) Political weather map - internal and external analysis - what's working for us? What's working against us?
- d) What needs our collective attention due to the social, political and economic crisis of the day given the LCS mission statement.
- e) Reviewed and discussed 2019-2022 priorities - updated status of priorities while reviewing current priorities to decide on changes, revisions, amendments, etc.
- f) Agreed on the renewal of the 5 strategic priorities and applied equity lens to make changes and create steps for measures to achieve priorities and evaluate the impact to assess progress of the work.

2023-2026 strategic plan will be viewed as a living document that is reviewed quarterly to measure impact, report on progress and challenges to make any necessary adjustments. The group decided to add to the LCS Mission Statement to read, **"To create a deep and lasting social solidarity between labour and community to achieve a just, inclusive and equitable society for all."**

This report builds on and incorporates what was shared in surveys and discussed throughout the strategic planning session plenary sessions and breakout groups. Thanks to Richelle Himaya and Sharon Simpson for taking notes during the sessions.

# 2022

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# UNITED WAY GREATER TORONTO

## LABOUR & UNITED WAY: UNITED

Thanks to the generosity of many union members in Toronto and York Region, United Way Greater Toronto was slated to meet their goal of 110M and their funding commitment to 300 agencies in the GTA.

## TAMPTON TUESDAY

To address some of the issues that were evident in our communities, Toronto & York Region Labour Council and Peel Regional Labour Council collaborated with United Way to put on its first post-pandemic Tampon Tuesday drive-thru event to collect donations of feminine hygiene products. These product drives took place over three dates during the month of June at the USW Area Council carpark in Toronto and Peel and in the parking lot of the Carpenters' Hall in York Region, altogether raising over \$10,000 in cash and feminine hygiene products for area women's shelters and food banks.



## PRESIDENTS' BREAKFAST

With the four strong Labour volunteer voices leading the way at United Way, we forged ahead in October with the virtual Presidents' Breakfast. Our theme for the breakfast was, *United* and featured Lily Chang - Secretary Treasurer, Canadian Labour Congress as keynote speaker, Daniele Zanotti, President and CEO, United Way Greater Toronto, and Mina Amrith, Vice President, SEIU Healthcare. Andria Babbington brought greetings from the Toronto & York Region Labour Council. Many of our speakers touched on how nearly a quarter of Canadians are eating less than they should. 75% of Canadians say inflation is affecting their ability to meet basic needs and 40% of young Canadian adults said they were at a mental health breaking point. The importance of the Labour Movement coming together to help raise \$110 million dollars for our communities cannot be emphasized enough, as many union members also access one of the 300 community agencies United Way funds to tackle issues of poverty.

# 2022 UNITED WAY GREATER TORONTO LABOUR VOLUNTEERS

Labour Volunteers at United Way were recognized for their incredible contribution to volunteer their time on the Board of Trustees and the Campaign Cabinet:

## UWGT CAMPAIGN CABINET LABOUR CO-CHAIRS

### JINKIE DAVID

Toronto Public Library Workers Union (TPLWU) Local 4948, , joined the Campaign Cabinet this year, replacing Gobi Sooriyakumar. Jinkie, who also sits on the Executive Board of the Toronto & York Region Labour Council, brought her enthusiasm and tenacity to the role on the Campaign Cabinet by becoming the voice for UW at the Labour Council and at monthly Labour Council Delegates' Meetings.

### JUDITH LOGAN JUNOP

IFPTE Local 160, returned for a second year as Labour Co-chair on the Campaign Cabinet. Judith, in collaboration with Michelle Johnston, was successful in securing a first-time gift from their local.

## UWGT BOARD OF TRUSTEES

### ANDRIA BABBINGTON, EX-OFFICIO

President, Toronto & York Region Labour Council

### MICHELLE JOHNSTON

President, IFPTE Local 160, continued her role as a member of the Board of Trustees.

# CONTACT OUR UNITED WAY GREATER TORONTO LABOUR LIAISONS

For any questions on how you can support United Way Greater Toronto or to get involved, contact:

### MARCIA LOPEZ

[mlopez@uwgrt.org](mailto:mlopez@uwgrt.org)

### RICHELLE HIMAYA

[rhimaya@uwgt.org](mailto:rhimaya@uwgt.org)



2022  
COMMUNITY  
CAMPAIGN

# United.

**LEADERSHIP  
GIVING**



**United Way**  
Greater Toronto

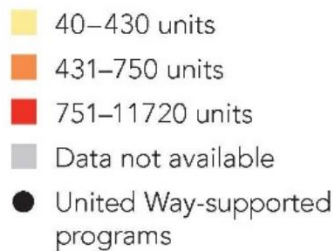
WORKING WITH  
COMMUNITIES IN  
PEEL, TORONTO &  
YORK REGION



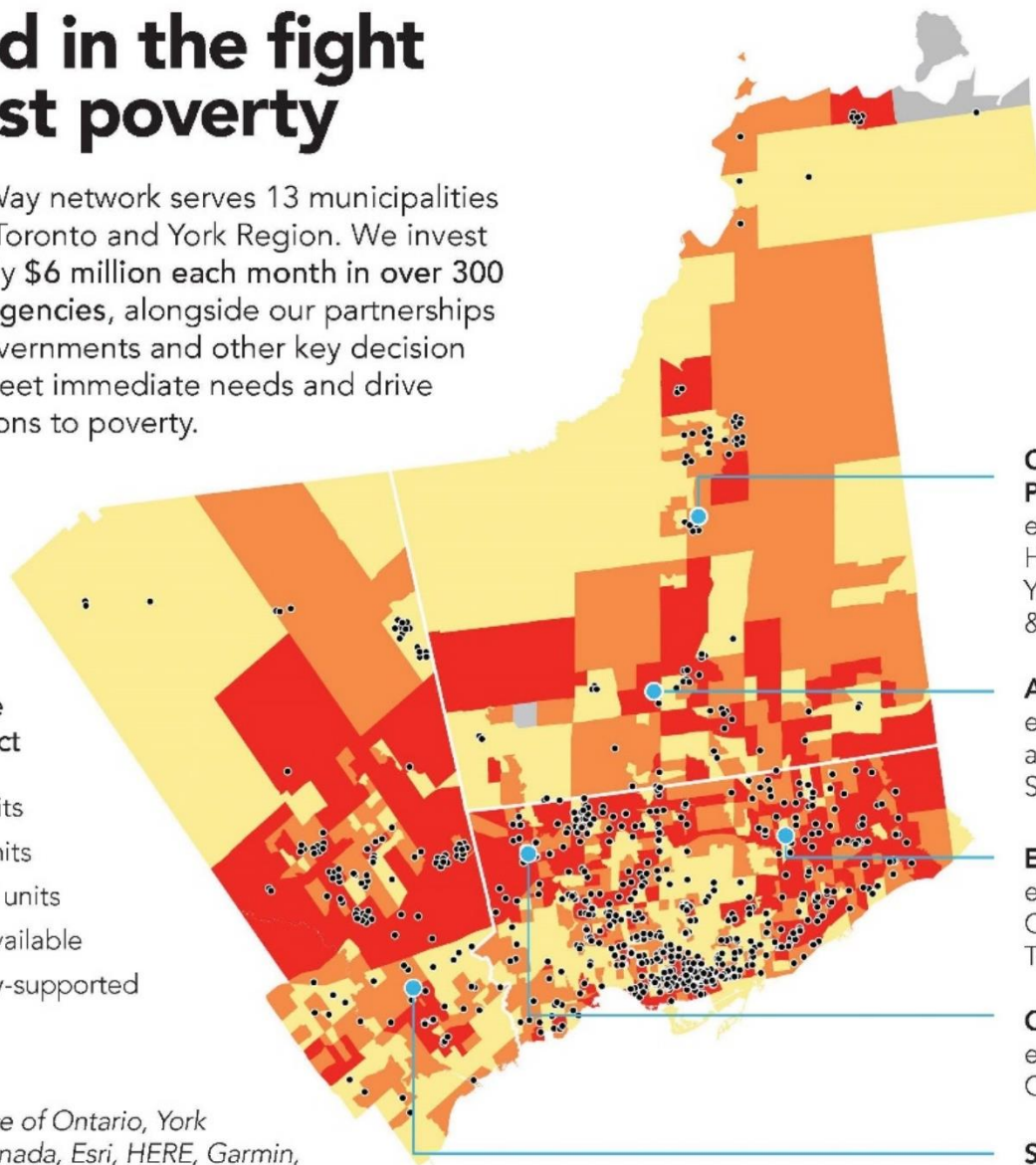
# United in the fight against poverty

The United Way network serves 13 municipalities across Peel, Toronto and York Region. We invest approximately \$6 million each month in over 300 community agencies, alongside our partnerships with local governments and other key decision makers, to meet immediate needs and drive lasting solutions to poverty.

Number of family units in low income by census tract



Source: Province of Ontario, York Region, Esri Canada, Esri, HERE, Garmin, SafeGraph, FAO, METI/NASA, USGS, EPA, NPS, NRCan, Parks Canada



**Community Program Grant:**  
e.g. Canadian Mental Health Association, York & South Simcoe

**Anchor Agency:**  
e.g. Carefirst Seniors and Community Services Association

**Emergency Grant:**  
e.g. Chinese Cultural Centre of Greater Toronto

**Community Hub:**  
e.g. Rexdale Community Hub

**Special Project:**  
e.g. The Mississauga Food Bank

**23%**

Nearly a quarter of Canadians are eating "less than they should."

**75%**

75% of Canadians say inflation is affecting their ability to meet basic needs.

**40%**

40% of Canadian young adults said they were at a "mental health breaking point."

## We are committed to:

- Providing ongoing flexible funding to our network of agencies across the GTA
- Tackling local poverty at the neighbourhood level through our community coordination work
- Leveraging research and policy insights to ensure strategic action
- Partnering with local government and agencies to meet local needs



A close-up photograph of a young Black man with short, dark hair, smiling broadly and looking off to the side. He is wearing a dark blue V-neck t-shirt and a black wristwatch on his left wrist. The background is blurred, showing green foliage and a black and white patterned wall.

# LABOUR COMMUNITY ADVOCATE TRAINING PROGRAM

[WWW.LABOURCOMMUNITYSERVICES.CA/LCATRAININGPROGRAM](http://WWW.LABOURCOMMUNITYSERVICES.CA/LCATRAININGPROGRAM)

# LABOUR COMMUNITY ADVOCATE (LCA) TRAINING PROGRAM

The Labour Community Advocate (LCA) Training Program - levels 1, 2, & 3 classes, continued online throughout 2022. Additional workshops were scheduled to educate union members on different challenging issues, where the coordinator invited expert facilitators to speak on the subject matters:

- Community services and 211 Ontario.
- Financial literacy and money management.
- Mental Health/self-care (How to avoid activists burn out)
- Canada Pension Plan, Canada Pension Plan Disability Benefit and Old Age Security

The impact of COVID-19 within Labour and the community are still challenging. The situation for many workers and their families remain unchanged, where levels of stress, depression, addiction, harassment, mental health, and domestic violence against women rises. The LCA Training Program provides the knowledge and necessary tools for participants to identify these challenges, and how to handle them in a confidential and respectful manners. LCA graduates are well trained to act with a nonjudgmental and empowering approach.

The LCA program coordinator worked in collaborations with different unions, such as OPSEU Region 5, (Hardship Committee, and Human Right Committee), CUPW Central Ontario local, and CUPW Toronto local (Women's Committee), to educate their members according to their schedule and the need of their members.

If a local union goes on strike or is locked out by their employer, LCS actively engages to contact the impacted local union leadership and offer educational support for workers on the picket line. We try to identify the issues and the challenges that workers face while they are on strike. LCS shares the copies of the survival manual from the Toronto & York Region Labour Council (TYRLC), and stand in solidarity with them on the picket line. We also provide information regarding union and community resources which might be helpful to support their members.

Thank you to all those who support and continue to participate in the LCA Training Program. We look forward to working with you in the future.

“Knowing what cultural changes are happening in the new world, whether in our workplace or social networks, is a key factor to helping us achieve our goals. This is where the LCA Training Program comes into play. The LCA network provides us with the information, courage and support to be resources in our communities.

**ANNIE**



# BECOME A LABOUR COMMUNITY ADVOCATE

## OBJECTIVES OF THE LCAT PROGRAM

- To build the capacity of local union members on diverse issues within the union and the communities and prepare them to share their own understanding and feelings about a specific topic or issue. The LCAT Program creates a safe space for participants to feel empowered socially and politically to take control of their own learning and to engage social change.
- To assist workers who are facing personal and family challenges to help themselves through empowerment approach and find resources in the community.
- To identify community issues where the union can play a role through collective bargaining or social action.
- To support community activism among union members, unions, and labour organizations.

## WHAT LABOUR COMMUNITY ADVOCATES 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 resource where union members can safely and 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.

”



I highly recommend The Labour Community Services' Labour Community Advocate Training Program. I am a graduate of all three levels. I have learned so much about community activism, mental health, wills and estates, family law, conflict resolution, community board and committees, truth and reconciliation - the list goes on. As a new local president, this information proved to be invaluable. As a president we have to help members with issues they face. These courses left me well prepared to point our members in the right direction and provided them with the proper resources to further assist their needs. Najib Soufian is a fantastic facilitator that organized amazing presenters that were experts in their field. No questions were off limit. Najib Soufian was so approachable and assisted me with specific individual situations to my local union problems. This alone made the classes invaluable.

- DALIA CAMPBELL



# CONGRATULATIONS TO OUR 2022 LABOUR COMMUNITY ADVOCATE GRADUATES

## LEVEL 1

Amber Roberts  
Angela Gibson, USW 1998  
Cynthia Goodfellow  
Daniel Britton, CIU 24  
Danielle Peirre  
Debby Sinera Mohamed  
Deena Nguyen  
Doreen Campbell CUPE 79  
Harjinder Singh  
Imraan Khan  
Iris Rofman, COPE 343  
Jennifer Ferdinands  
Kelly Chen  
Krenare Aliovski  
Iana Naumova, Unite Here 75  
Lesia Facey  
Linda Slater  
Lisa Morgan CIU 24  
Mickel A Allen  
Mostofa Siraj Mohiuddin  
Nikolaos Markakis  
Nneka Roberts  
Olga Girina  
Rameila Williams  
Raquel Torres  
Rosa Berdejo-Williams  
Sameera Falcon Khan  
Samson Zeggai Unite Here 75

Shannon Hemingway Unite Here 75  
Sharon Moses  
Sophia Wallace Unite Here 75  
Sushma Kanhai-Dupuis  
Suzette Aleung  
Yvonne Yim  
Zeripha Moses  
Ada Bierling USW 1998  
Ashiana Ismail USW 1998  
Carol A. Carpenter CUPE 4400  
Clayton Cadiou IBEW 353  
Clinton Robinson USW 7536  
Jinchun Yu USW 1998  
Jumoke Giwa-Ndathi USW 1998  
Marie Petigny COPE 343  
Rebecca Lee USW 1998  
Renata Musa USW 1998  
Robert Deonarine OSSTF D19 (TBU)  
Ross Slaughter USW 1998  
Safia Ahmed  
Shana Greenberg USW 1998  
Suresh (Zen) Kumar OPSEU 5109

## LEVEL 2

Bethel France, OPSEU 526  
Elizabeth Atienza, OPSEU 5112  
Evangeline De Ocampo, OPSEU 551  
Grace Ekere, OPSEU 5117  
Michael Goddard, IBEW 37  
Raul Gutierrez, USW 7536  
Ryan Graham, OPSEU 234  
Tracy Quan, USW 1998  
Cynthia Goodfellow  
Deena Nguyen  
Jeananne Robertson, USW 1998  
Kelly Chen  
Linda Slater  
Margaret Bucknam, USW 1998  
Mostofa Siraj Mohiuddin  
Olga Girina  
Shannon Hemingway, Unite Here 75  
Sharon Moses  
Sophia Wallace, Unite Here 75  
Stephanie Purtill OPSEU 526  
Suzette Aleung  
Taegan Brown, PSAC/CEIU 638

## LEVEL 3

Angela Edwards, OPSEU 512  
Annie R Thakurdin, OPSEU 526  
Becky Lu, USW 1998  
Bethel France, OPSEU 526  
Cheryl Craig, USW 9042  
dan Darotstein, OPSEU 555  
Evangeline De Ocampo, OPSEU 551  
Marina Zemliakova, OPSEU 552  
Michael Goddard, IBEW 37  
Nega Afewerki, Unite Here 75  
Tracy Quan, USW 1998  
Youngmi Choi, USW 1998

# CONGRATULATIONS

# LABOUR COMMUNITY ADVOCATE TRAINING PROGRAM – LEVEL 1

SEPTEMBER 13 - NOVEMBER 22, 2023



L  
C  
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**The Labour Community Advocate Training program is designed to build resilience, develop inclusivity, and train union members to become a valuable resource in the community.**

Also focuses on helping Labour Community Advocates deal with equity, empowerment, solidarity, and building relationships within the union and affiliates.

## TOPICS COVERED

- Unions & Communities Working Together
- Community Services
- Principles of Communication
- Stress: Causes & Impact
- Addictions & Dependency
- Understanding the Causes/Effects of Domestic Abuse
- Family Law
- Tenant Issues
- And more +

## LEVEL-1 TRAINING PROVIDES

- Good listening, confidentiality and communication skills
- Skills on how to gather information and referrals
- Help for members beyond what the collective agreement provides
- Links for workers facing workplace, personal or family challenges with appropriate resources in the community

*In partnership with*



# LABOUR COMMUNITY ADVOCATE TRAINING PROGRAM – LEVEL 1



## REGISTRATION FORM

**NO PREREQUISITES REQUIRED**

### PROGRAM DETAILS

**DATE:** September 13 - November 22, 2023 (Wednesdays only)  
**TIME:** 6:00 PM - 8:00 PM  
**LOCATION:** ONLINE (Zoom login information to follow)  
**COST:** \$120 (includes all resource material)

### REGISTER

You can register and pay online by visiting: [www.labourcommunityservices.ca/lcatrainingprogram](http://www.labourcommunityservices.ca/lcatrainingprogram) or fill out the following form, and email it to [nsoufian@labourcommunityservices.ca](mailto:nsoufian@labourcommunityservices.ca). If you would like to pay by cheque, please make the \$120 out to 'Labour Community Services of Toronto' and mail it to: Labour Community Services of Toronto, PO Box 6, Toronto, ON M5S 2S6.

<b>NAME:</b>	
<b>ADDRESS:</b>	
<b>CITY:</b>	<b>POSTAL CODE:</b>
<b>HOME PHONE:</b>	<b>WORK PHONE:</b>
<b>UNION:</b>	<b>LOCAL:</b>
<b>E-MAIL:</b>	
<input type="checkbox"/> Check the box if you do not wish to share your information with Toronto & York Region Labour Council, United Way Greater Toronto, and/or Canadian Labour Congress.	

### CONTACT

#### NAJIB SOUFIAN

Labour Community Advocate Training Program Coordinator, Labour Community Services

**EMAIL:** [nsoufian@labourcommunityservices.ca](mailto:nsoufian@labourcommunityservices.ca)  
**PHONE:** 416-445-5819 ext. 26

**WWW.LABOURCOMMUNITYSERVICES.CA/LCATRAININGPROGRAM**

# SPECIAL PROJECTS

## STANDING (OR REMAINING) STRONG IN DIFFICULT TIMES

Much like the previous two years, 2022 was defined by impacts associated with the Coronavirus pandemic. On January 31, 2022, the Ontario government began easing pandemic-related public health measures. With the reduction of pandemic-related restrictions, there was much musing about getting back to normal, holding in-person meetings, and scaling back on remote work. Yet, amid the efforts to return to 'normal,' social and economic inequities strived. Through this shifting tide, the Special Projects component of Labour Community Services remained firm in its efforts to realize Labour Community Services' mission of creating a just and equitable society for all. The following is a snapshot of the Special Projects staff's work during the 2022 reporting year.

## LABOUR/ COMMUNITY PRESENTATIONS

Labour and community activism are inseparable. Presenting at the 2022 Toronto Workers History Project (TWHP) online forum centred on *By Us! For Us!*, Special Projects staff spoke Labour's support for communities in Toronto and York Region. The book *By Us! For Us!* authored by Wanda MacNevin, former Director of Community Programs at the Jane/Finch Community and Family Centre, recounts LCS' role through Special Projects in supporting a Jane/Finch neighbourhood. *By Us! For Us!* presents a truly comprehensive view of Jane/Finch that serves to reject popularly held stereotypes. Learn more about *By Us! For Us!* At: <https://www.byusforus-janefinch.ca/>

## ELEMENTARY TEACHERS' FEDERATION OF ONTARIO

Union members live, work, and are reflective of neighbourhoods and communities across Ontario. This reality was referenced regularly as Special Projects' delivered presentations at the Elementary Teachers' Federation of Ontario series *Mobilizing for Justice*. This fact is worth remembering, particularly as social, environmental, and economic shifts demand Labour/community collaborative action.

## GOOD JOBS FOR ALL COALITION (GJFAC)

A just-transition for workers remains the focus for GJFAC as the climate crisis looms. Special Projects continued representing Labour Community Services as part of this necessary coalition. On September 27, GJFAC hosted the 'Demanding Climate Action Leadership' webinar. The online interactive forum allowed for discussion on steps the city of Toronto must take to meet its climate action goals. Guided by Laurell Ritchie, GJFAC's employment insurance (EI) working group kept abreast of changes to EI and developed resource information for use by workers as the Canada Emergency Response Benefit (CERB) they were accessing came to an end. Working with others during the 2022 EI consultation process, the EI working group pushed for reinstating the tripartite Board of Referees as part of the EI appeals process.

## INDIGENOUS & WORKERS OF COLOUR (IWOC)

The 2022 Indigenous & Workers of Colour (IWOC) Conference was held on June 18. The annual event met with usual success. Emceed by Keith Menezes, co-chair of Toronto & York Region Labour Council's Equity Committee, and Monica McKenzie, a lead organizer with UNITE HERE Local 75, the conference welcomed over 200 registrants. The keynote address by Nicholas Marcus Thompson was truly inspiring as he spoke about his commitment to eliminating systemic discrimination and

racism in Canada's public service, labour unions, and all sectors of Canadian life through his work with the Black Class Action. Nicholas Marcus Thompson's work of the Black Class Action has resulted in legislative and policy changes to remove systemic barriers in the Canadian federal public service, resulting in career opportunities for underrepresented groups.

Attendees to the online gathering benefited from workshops led by a diverse group of presenters. Workshops on offer covered the following topics:

- Owning Our Music - Afro-Brazilian tradition of Samba with Rick Shadrach Lazar,
- Protecting Our Land - This Land Claims Us in Our Bodies with Courtney Skye,
- Building Our Power - Justice For Workers with Milan Nadarajah and Rajeane Hoilett,
- Growing Our Community - The Racialized Majority, Refugees, & Newcomers with Keith Menezes and Sharon Simpson, and
- Telling Our Stories - Stories For A Change with Mike Perry.

## **SOCIAL PLANNING COUNCIL YORK REGION (SPCYR)**

Special Projects staff brought their skills and knowledge to the collaborative work done with SPCYR in 2022. SPCYR, the small volunteer-driven organization, tackled significant social issues in 2022. Under the leadership of Yvonne Kelly, work with the Affordable Housing Coalition resulted in many York Region candidates, in the 2022 provincial election, pledging commitment to housing policies. SPCYR's partnership with York University was fruitful as funding was received from the Social Sciences and Humanities Research Council (SSHRC), allowing for the continuation of the highly successful Hidden Stories in York Region podcast. Civic engagement was top of the list for SPCYR in 2022. The Civic School is a youth, volunteer-run leadership training program dedicated to mobilizing youth (15-30) to participate in municipal politics across the GTA.

# COMMUNICATIONS

## SUMMARY OF LCS EVENTS

LCS took part and hosted several events throughout 2022 where Communications worked on the successful coordination and implementation of the following online:

- February 17: [Black History Month](#)
- March 21: [International Day for the Elimination of Racism](#)
- May 31: [LCS Annual Meeting and LCA Graduation](#)
- June 8: [Bromley Lloyd Armstrong Gala](#)
- October 12: [UW Presidents' Breakfast](#)
- November 30: [LCA Networking Event](#)
- December 19: [Anti-Racism Forum](#)

## UNITED WAY GREATER TORONTO

The UWGT Labour Liaisons wrapped up the 2021 campaign in March of 2022 by thanking everyone who supported the previous year's campaign.

Tampon Tuesday took place in April where promotional assets were created to help support both the Peel and Toronto Liaisons with getting the word out.

The UW toolkit was designed and completed where individual components were used as needed by LCS in meetings with external stakeholders, events and TYRLC Delegates' meetings.

Communications worked on the coordination and implementation of the annual Presidents' Breakfast starting with the Campaign Cabinet planning meetings in 2022. The Presidents' Breakfast successfully took place online on Nov. 15, 2022, which helped United Way Greater Toronto meet their \$110M goal.

For 2023, the Campaign Cabinet has met and began brainstorming on how to further engage Labour by working on a Labour & United Way newsletter scheduled to be launched in May 2023.

## WEBSITE, SOCIAL MEDIA, EBLASTS AND E-NEWSLETTER

Communications has been regularly updating the LCS website to ensure all content is up to date as well as using it as the central point of reference for LCS related news, events, LCA sign-ups, etc.

Social media (Facebook, Twitter and Instagram) has been continually used as an extension of the website to help engage audiences and promote events. Engagement has been steady, primarily with TYRLC, UWGT, 211, affiliate unions and organizations such as TCBN.

MailChimp continues to be LCS' main e-mail distribution tool as well as a way to track engagement analytics. The goal is to be able to set benchmarks in the next coming year to better understand our audience.



Communications launched the first LCS quarterly e-newsletter in December 2022 as a way to continue promoting LCS news and events on a regular basis. In March 2023, the second issue was distributed. Analytics will be recorded for a period of 1 year before setting benchmarks.

Overall, the goal of Communications is to successfully support the delivery of LCS' work as well as implement indicators that can be used to collect data and influence future actions.

## **REFUGEE NEXT DOOR CAMPAIGN**

Communications, with the help of the *Refugee Next Door* campaign committee, created four letters since February 2022 to bring attention on the refugee crisis:

1. A letter of the committee's dedication sent out to Labour stakeholders
2. A letter calling unions to act and book an RND presentation.
3. A letter to Ontario MPs on prioritizing the equal treatment of refugees
4. Follow-up letter to Ontario MPs on the prioritization of equal treatment of refugees

The RND video presentation was also submitted for a CALM award and won the 2022 Fighting Oppression Award. Since then, Communications has been updating the video for it's 2023 re-distribution.

## **YES IT MATTERS CAMPAIGN**

Communications has continued to design and promote the *Yes It Matters* Profiles of Recognition in coordination with Special Projects. Each month, profiles are shared and highlighted on social media, and are also readily available for download on the LCS website.

## **ANTI-RACISM FORUM AND CAMPAIGN LAUNCH**

Since July 2022, Communications supported the coordination and implementation of the Anti-Racism Forum that focuses on anti-racism transformational change within the collective bargaining process, member-to-member racism, and constitutional change within unions, which took place on October 26, 2022. This involved creating a communications plan and working side-by-side with the consultants by organizing and conducting interviews, preparing materials, and testing out logistics for the day of the Forum. On the day of the Forum, Communications ensured the online event ran smoothly and supported the consultants and participants logistically.

As of May 2023, Communications is currently working to finalize the report in coordination with Jojo Geronimo, and with input submitted by the late Carol Wall.

# FINANCE AND ADMINISTRATION

Supporting LCS's long-term sustainability and operational accountability on a timely basis, the Finance and Administration Coordinator has executed policy and procedures, planned activities, maintained and grew LCS' financial stability:

## **\$80,000 GENERATED IN 2022**

Over \$80,000 in cash was generated through LCS' 2022 operations: projects, fee for services, governments' rebate programs and GICs.

The Bromley Awards Gala raised \$33,000 from more than 26 unions and organizations. Over 136 people joined the event online. The money raised helped develop LCS's Anti-Racism Forum, Black History Month and United Way Presidents' Breakfast online events, and paid for the lawyer's bill for LCS' new office lease.

## **ONLINE OPERATIONS**

In 2022, LCS' online operations adapted and improved banking, WSIB, and CRA, etc., smoothly throughout the year. The office temporarily moved its contents to a storage site from March to the end of 2022.

## **TCBN AND TRADELINX TRUSTEE**

As the trustee for Toronto Community Benefits Network (TCBN) and TradeLinx, LCS monitors each projects' funding and administration from more than 5 funding sources.

## **CHINESE INTER-AGENCY NETWORK LABOUR COMMITTEE**

The Chinese Inter-Agency Network Labour Committee is a place that brings people together to discuss issues that impact the community and finds leaders who can move discussions to action:

- Discrimination and Racism: Introducing BLA event and Forum
- *How anti-Asian racism impacted the Chinese Canadian community during the pandemic:*  
<https://socialwork.utoronto.ca/news/new-report-on-anti-asian-racism-during-the-covid-19-pandemic-highlights-the-experiences-of-members-of-torontos-chinese-canadian-community/>
- TCBN community opportunity and involvement - (CSALC)
- Workplace changes after COVID-19 and assist work with ESA claim and workplace issues - (IVAGO)

## **WORKERS' SUPPORT**

The Finance and Admin Coordinator also regularly supported workers through calls and emails regarding their workplace issues.

# LIFELINE FOUNDATION

The presence of the lingering effects of Covid-19 in workplaces and communities significantly impacted the concerns and problems presented to the Lifeline Foundation over this past year.

The Lifeline Foundation is a long-time program of the United Steelworkers Toronto Area Council. It assists its members who need help in dealing with problems of personal impact by providing information, referral, and other supportive services.

The Foundation was set up as a charitable, non-profit organization in 1974. It is governed by a voluntary board of directors composed of both USW members and participating employer representatives.

Labour Community Services has hosted and carried out the work of the Lifeline Foundation since 2005.

There was an acute rise mental health calls to Lifeline. Users of the service most often reported feelings of anxiety, depression, and fatigue causing sleep, eating, and relationship problems as just some of those concerns. At the same time, community, health, and various social services continue to deal with higher than usual demand for their services making it difficult for those in need to find relief.

Trying to make the paycheque stretch to meet the rapidly rising cost of living was and continues to be a significant stressor among those experiencing poor mental health.

The need for financial assistance to deal with the problems of finding affordable housing, the rising cost of transportation, food and other necessities were often factors contributing to poor mental health among Lifeline users.

As coordinator, I am proud to say that the Lifeline Foundation successfully helped ease the stress of problems in everyday living experienced those who connect with the program. However, broader social change is what will provide lasting solutions to these very real problems.

The coordinator extends thanks to both the United Steelworkers Area Council and Labour Community Services for their continuing support and collaboration over the past year and looks forward to the upcoming year.



# CAMPAIGNS

**34 YES, IT MATTERS!**

**38 REFUGEE NEXT DOOR**

**[WWW.LABOURCOMMUNITYSERVICES.CA/YESITMATTERS](http://WWW.LABOURCOMMUNITYSERVICES.CA/YESITMATTERS)**

**[WWW.LABOURCOMMUNITYSERVICES.CA/REFUGEENEXTDOOR](http://WWW.LABOURCOMMUNITYSERVICES.CA/REFUGEENEXTDOOR)**



# YES, IT MATTERS ADDRESSING SYSTEMIC RACISM CAMPAIGN

[WWW.LABOURCOMMUNITYSERVICES.CA/YESITMATTERS](http://WWW.LABOURCOMMUNITYSERVICES.CA/YESITMATTERS)



# YES, IT MATTERS!

2022 saw the reinvigoration of the YIM campaign to address systemic racism by launching a campaign to end racism in unions. The October 26 campaign launch and forum focused on three priority areas: change within the collective bargaining process, member-to-member racism, and constitutional change within union,. Ending systemic (structural) racism requires a willingness to dismantle systems and structures that sustain raciest practices. 2022 marked the 22nd year of the 21st century, and while this century has so far heralded significant technological improvements, society is still beset by racism. The YIM and the campaign to end racism in unions might not eradicate systemic racism. They are, however, strides made toward that goal.

Working with the Toronto & York Region Labour Council and Urban Alliance on Race Relations, Special Projects staff participated in developing and implementing a forum that acknowledged the International Day for the Elimination of Racial Discrimination (IDERD). The 2022 theme "*Ending White Supremacy: I Can't Shut Up*" embodied the sentiments of the late Desmond Tutu's quote, "I wish I could shut up, but I can't, I won't."

The 2022 YIM Profiles of Recognition highlighted everyday union activists championing social justice and labour rights. In 2022 the YIM committee contemplated expanding its social media avenues to include TikTok and Instagram and broached the idea of creating a self-care kit for individuals experiencing racism. 2022 wrapped up with these ideas on the agenda.

## RESOURCES

Click on the links below or visit [www.labourcommunityservices.ca/yesitmatters](http://www.labourcommunityservices.ca/yesitmatters).

### Tools

- [\*\*Yes, It Matters! Campaign Booklet\*\*](#)

### Self-Care Kit Against Racism

- [\*\*Yes, It Matters! Self-Care Kit Against Racism - Pamphlet Format\*\*](#)
- [\*\*Yes, it Matters! Self-Care Kit Against Racism - Poster Format\*\*](#)
- [\*\*Yes, It Matters! Self-Care Kit Against Racism - Newsletter Spread Format - Page 1 of 2\*\*](#)
- [\*\*Yes, It Matters! Self-Care Kit Against Racism - Newsletter Spread Format - Page 2 of 2\*\*](#)

# YES, IT MATTERS! PROFILES OF RECOGNITION

[WWW.LABOURCOMMUNITYSERVICES.CA/PROFILESOFRECOGNITION](http://WWW.LABOURCOMMUNITYSERVICES.CA/PROFILESOFRECOGNITION)

# YES, IT MATTERS PROFILES OF RECOGNITION

As part of the Yes, It Matters: Addressing Systemic Racism campaign, profiles of leaders and heritage month highlights are recognized to share the diversity and work within labour and our communities. Click on the profiles below or visit the following link to learn more and share:

[www.labourcommunityservices.ca/profilesofrecognition](http://www.labourcommunityservices.ca/profilesofrecognition).

## 2022

- January - Tamil Heritage Month - Ram Selvarajah
- February - Black History Month - Karen Brown
- February - Black History Month - Abdalla Idris
- February - Black History Month - Hodan A. Mohamed
- February - Black History Month - Gary Pieters
- March - Bangladeshi Heritage Month - Shaila Kibria Carter
- March - International Day for the Elimination of Racial Discrimination (March 21)
- April - Sikh Heritage Month - Jaspal Singh Brar
- April - Remembering the Collapse of Rana Plaza (April 24)
- May - Asian Heritage Month - Dr. Ralph Chatoor
- May - Asian Heritage Month - Tam Goossen
- May - Jewish Heritage Month
- June - National Indigenous History Month Profiles Combined (PDF)
- June - National Indigenous History Month - The Importance of Moccasins
- June - National Indigenous History Month - Gavin Lawrence
- June - National Indigenous History Month - There Can Be No Reconciliation Without Truth
- June - National Indigenous History Month - Dr. Nadine Caron
- June - National Indigenous History Month - June is National Indigenous History Month
- June - Filipino Heritage Month - Paulina Corpuz
- August - Emancipation Day in Canada
- September - Ukrainian Heritage Day - (September 7)
- September - Orange Shirt Day: National Day of Truth and Reconciliation (September 30)
- October - Somali Heritage Month - Habiba Adan
- October - Islamic Heritage Month
- October - Latin American Heritage Month and Hispanic Heritage Month
- October - Diwali (October 24)
- October - Remembering Sri-Guggan Sri-Skanda-Rajah (Aug. 14, 1942 - October 9, 2022)
- November - Hindu Heritage Month



# REFUGEE NEXT DOOR CAMPAIGN

[WWW.LABOURCOMMUNITYSERVICES.CA/REFUGEENEXTDOOR](http://WWW.LABOURCOMMUNITYSERVICES.CA/REFUGEENEXTDOOR)



# REFUGEE NEXT DOOR

People feeling war in Ukraine became yet another group seeking refuge because of a situation beyond their control. War, persecution, social, climate, economic, religious, political strife, etc., remain the drivers that caused people across the globe to uproot becoming refugees. The United Nations High Commissioner for Refugees (UNHCR) estimated that global forced displacement reached 103 million by mid-2022, an increase over the previous year. The increasing number of refugees kept Special Projects staff and LCS focused on RND campaign.

To expand Canada's willingness to do more to support refugees, the RND committee sent a letter of appeal seeking an audience with federal MPs representing ridings in Toronto and York Region. Politicians met with graciously listening to the RND committee's appeal to expand support for refugees and dismantle structural racism policies and practices that have resulted in differential outcomes for some refugees.

The well-viewed RND video presentation is slated for an update, and plans to re-release it in 2023. The original video presentation counted to be used in 2022. In 2022 Special Projects continued the work needed to support this campaign.

Visit [www.labourcommunityservices.ca/refugeenextdoor](http://www.labourcommunityservices.ca/refugeenextdoor) or click the following links for *Refugee Next Door* campaign resources:

- [Refugee Next Door Campaign Booklet](#)
- [Refugee Next Door Campaign Toolkit](#)

## REFUGEES IN CANADA: FACTS AND MYTHS PRESENTATION (2021)

This presentation focuses on Refugees in Canada and separates facts from myths, building on the Refugee Next Door Campaign launched by Labour Community Services and Toronto & York Region Labour Council. Through highlighting facts, while dispelling myths about refugees and the refugee experience, we hope that everyone will find the presentation a useful tool in understanding and standing up for human rights. Click the video below or visit <http://www.labourcommunityservices.ca/refugeenextdoor> to view the presentation in English or French.





# PART NER SHIPS

40 TORONTO COMMUNITY BENEFITS NETWORK

40 TRANDLINX / LEC

# PARTNERSHIPS



## TORONTO COMMUNITY BENEFITS NETWORK (TCBN)

Labour Community Services and Toronto Community Benefits Network (TCBN) partnership remained strong in 2022. The partnership, which extends beyond the formal trustee agreement covering some of TCBN's funding allocations, was made more robust by Special Projects participating in and supporting some of TCBN's consultation endeavours, including the proposed redevelopment of the former Bombardier site in North York and others. More information on the ground-breaking work being done by TCBN can be found at their website: [www.communitybenefits.ca](http://www.communitybenefits.ca)



## TRADELINX THROUGH THE LABOUR EDUCATION CENTRE (LEC)

Special Projects continued to preserve the formal partnership/trustee agreement with LEC in support of TradeLinx. The twelve-week sector-focused pre-apprenticeship training program is offered to Ontario Works (OW) recipients interested in pursuing a career in the skilled trades/construction industry. The start of 2022 saw the continuation of successful innovative approaches applied at the height of the COVID-19 pandemic as the transition back to in-person training that better simulates the construction work environment evolved. TradeLinx participants look forward to returning to in-person training that better reflects a construction work environment. Find out more about TradeLinx at [www.laboureducation.org/tradelinx](http://www.laboureducation.org/tradelinx).

# ONTARIO

## HUMAN RIGHTS CODE

Whereas recognition of the equality before the law and the fundamental rights of all persons is the basis of a just and democratic society, and whereas the Ontario Human Rights Code is a landmark in the development of human rights in Ontario;

and whereas it is the policy of the Government of Ontario to ensure that all persons are treated equally and that no person is discriminated against on the basis of race, religion, or ethnicity;

and whereas the Ontario Human Rights Code is a landmark in the development of human rights in Ontario;

Therefore, the Ontario Human Rights Code is hereby proclaimed as the Ontario Human Rights Code.

1. The purpose of this Code is to provide a framework for the development of human rights in Ontario.
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Whereas the Ontario Human Rights Code is a landmark in the development of human rights in Ontario;

Therefore, the Ontario Human Rights Code is hereby proclaimed as the Ontario Human Rights Code.

John P. ...



7<sup>TH</sup> ANNUAL BROMLEY LLOYD  
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BROM **ARMSTRONG** AWARDS  
D 17<sup>TH</sup> ANNUAL BROMLEY LLOYD  
DY DARMSTRONG **AWARDS**

[WWW.LABOURCOMMUNITYSERVICES.CA/2022BROMLEYGALA](http://WWW.LABOURCOMMUNITYSERVICES.CA/2022BROMLEYGALA)

# 2022 BROMLEY LLOYD ARMSTRONG AWARDS

The 17th annual Bromley Lloyd Armstrong Award presentation took place on June 8, 2022. The virtual celebration and knowledge sharing were supported by representatives from more than 20 unions who were on hand to see recipients get recognized for their tireless work in the areas of equity, inclusion, and human rights. The individual awards have been presented since 2005, while the addition of the union award began in 2020.

Individual award recipients were Vanessa Stoby and Carol Wall. The Ontario Secondary School Teachers' Federation (OSSTF) - District 16 was the recipient of Union award, and long-time union & community activist Carolyn Egan was applauded with a Special Recognition presentation.

The annual Bromley Lloyd Armstrong Awards Gala is a reminder that gains made in the labour & social justice movement are hard-won and sustained by dedicated labour and community activists. The effort of Vanessa Stoby, Carol Wall, Carolyn Egan, and OSSTF - District 16 is a testament to what is required for continual advancements in the areas of equity, inclusion, and human rights. 2022 was also the inaugural gathering of the Bromley Award Alumni gathering. An illustrious group to which Vanessa Stoby, Carol Wall, Carolyn Egan, and OSSTF - District 16 now belong.

The recipients:

Vanessa Stoby embodies the values, courage, dedication, and determination of the late Bromley L. Armstrong. Vanessa is a persistent figure in the labour movement and the community advocating to advance the rights of Black, Indigenous, and Racialized people.

Carol Wall is a leader who exemplifies integrity, accountability, empathy, humility, resilience, vision, influence, and positivity, mentoring others to develop the same qualities.

Carolyn Egan has been a phenomenon in Toronto's social justice movement, supporting movements such as the Black Action Defence Committee, the Coalition of Black Trade Unionists, and the fight for women's rights, workers, and LGBTQ2s+ people.



# THANK YOU TO OUR 2022 BROMLEY LLOYD ARMSTRONG AWARDS GALA SPONSORS



Toronto Community  
Benefits Network



CARPENTERS  
& ALLIED WORKERS  
LOCAL 27



Urban Alliance  
on Race Relations



SOCIETY of  
UNITED PROFESSIONALS  
IFPTE 160



# OUR TEAM

**46 LCS STAFF**

**47 2022/23 BOARD OF DIRECTORS**

# LABOUR COMMUNITY SERVICES TEAM



**FADUMA MOHAMED**

Executive Director

(416) 445 5819 x 24

[fmohamed@labourcommunityservices.ca](mailto:fmohamed@labourcommunityservices.ca)



**MARCIA LOPEZ**

Labour Liaison, United Way Greater Toronto

(416) 445 5819 x 22

[mlopez@labourcommunityservices.ca](mailto:mlopez@labourcommunityservices.ca)

[mlopez@uwgt.org](mailto:mlopez@uwgt.org)



**NAJIB SOUFIAN**

Labour Community Advocate Training Coordinator

(416) 445 5819 x 26

[nsoufian@labourcommunityservices.ca](mailto:nsoufian@labourcommunityservices.ca)



**SHARON SIMPSON**

Special Projects Coordinator

(416) 445 5819 x 23

[ssimpson@labourcommunityservices.ca](mailto:ssimpson@labourcommunityservices.ca)



**OLIVIA LIU**

Finance & Administrator Coordinator

(416) 445 5819 x 21

[oliu@labourcommunityservices.ca](mailto:oliu@labourcommunityservices.ca)



**SHARON CLARKE**

Lifeline Foundation Coordinator

(416) 445 5819 x 25

[sclarke@labourcommunityservices.ca](mailto:sclarke@labourcommunityservices.ca)



**RICHELLE HIMAYA**

Communications and United Way Greater Toronto Labour Liaison

(416) 445 5819 x 27

[r.himaya@labourcommunityservices.ca](mailto:r.himaya@labourcommunityservices.ca)

[rhimaya@uwgt.org](mailto:rhimaya@uwgt.org)

# 2022/23 BOARD OF DIRECTORS

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Labour Community Services Board of Directors

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President  
Toronto & York Region Labour Council

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Secretary

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Treasurer

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Director

## **JOHN CARTWRIGHT**

Director

## **KINGSLEY KWOK**

Director

## **VINAY SHARMA**

Director

## **SCOTT WEST**

Director

# ACKNOWLEDGEMENTS

## COLLABORATION IS WHAT DEFINES OUR WORK AT LABOUR COMMUNITY SERVICES

### LABOUR COMMUNITY SERVICES STAFF

Thank you to all the LCS staff for their hard work and dedication, going above and beyond to support and advocate for social justice for all.

### 2021/2022 BOARD OF DIRECTORS

Your constant support and guidance in keeping LCS on course, especially during the COVID-19 pandemic, has continued to ensure LCS' work reflects the essential and urgent needs of both labour and the communities they serve. To you, we are grateful and look forward to achieving our goals.

### UNITED WAY GREATER TORONTO

As labour's charity of choice, we continue to thank you for your support and solidarity. At its very core, our partnership has continued to work together so that no one is left behind. Thank you.

### VOLUNTEERS

To our volunteers who have worked with us on the United Way, *Yes, It Matters* and *Refugee Next Door* campaigns, and the *Bromley Lloyd Armstrong Awards Gala*: thank you for your passion, dedication and time. We cannot emphasize enough, how your energy drives our work.

### EXTENDED LABOUR FAMILY

From engaging in our events, meetings and social media - your engagement, financial support and payroll contributions, have helped us reach greater audiences and aided many social service organizations in providing much needed services. Thank you!

### PARTNER ORGANIZATIONS

Toronto Community Benefits Network (TCBN), Labour Education Centre (LEC), and Social Planning Council of York Region: your continued advocacy on dismantling barriers for historically disadvantaged groups has been in line with our objectives to create a just and equitable society for all.

### METCALF AND ATKINSON FOUNDATIONS

Thank you for your continued support in funding our partner organizations, Toronto Community Benefits Network (TCBN) and Labour Education Centre (LEC).

### YOU

Our friends and supporters. We look forward to connecting and working with you all in 2023/2024. Our impact together is making a difference in the lives of workers and our communities. Together, we are making positive change.



WE  
THANK  
YOU