

2024



ANNUAL REPORT

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

In partnership with



LABOUR COMMUNITY SERVICES

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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

COMMITTED 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.

The Toronto & York Region Labour Council is a central labour body that combines the strength of local unions representing 220,000 members, while United Way Greater Toronto fights local poverty by supporting the people impacted by it, and the neighbourhoods they live in, through a network of 300 community agencies. Together, Labour Community Services acts as a bridge between the Labour Movement and the community to tackle social inequities, such as poverty and racism.

LETTERS

MESSAGE FROM FADUMA MOHAMED

EXECUTIVE DIRECTOR, LABOUR COMMUNITY SERVICES



As Executive Director of Labour Community Services, I am proud to present our annual report for 2024 – a year marked by resilience, solidarity, and a steadfast commitment to social justice. Our work continued to focus on amplifying the voices of workers, defending human rights, and advancing social equity.

The Labour and United Way partnership is integral to creating a more just society where no one gets left behind. In 2024, United Way Greater Toronto launched their Any Way We Can campaign to raised \$1.5 billion over the next 10 years, addressing the growing need for social support across the GTA. In October, we hosted the annual Labour Presidents' United Way Campaign Kick-off Breakfast, where Labour leaders came together and set the bar by raising more than \$40,000. Integral to the campaign, is the support of union members from both the public and private sectors, raising more than \$4 million. Over the years, our partnership grew stronger, having the privilege of

working with our friend and advocate of social justice, Daniele Zanotti, CEO and President of United Way Greater Toronto. Collectively, we thanked him for his friendship and work throughout the years and sent him off with best wishes, as he moved on to become Deputy Minister of Ontario's Ministry of Children, Community, and Social Services.

Challenges faced by workers, particularly those in racialized communities, precarious employment, and new immigrants, have deepened in the face of economic uncertainty and political polarization. As a response, the Refugee Next Door and Yes it Matters: Addressing Systemic Racism campaign committees dedicated their time to keep these topics at the forefront of conversations.

Since the Refugees in Canada: Facts and Myths presentation was first created in 2021, the number of forcibly displaced people around the world jumped from 70.8 million to an alarming 122.6 million in 2024 according to the UNHCR. Work to update the Refugees in Canada: Facts and Myths presentation took place with a sense of urgency given the rise of anti-immigration/refugee sentiments being propelled by political parties both here in Canada, and our neighbours to the south.

In 2021, Labour Community Services, Toronto & York Region Labour Council and the Yes, It Matters Campaign Committee started a project focused on ending racism in unions, and in 2023 the creation of the *Anti-Racism in Unions Report* was released. In 2024 the Anti-Racism in Unions campaign and report was awarded Best Campaign by an agency by the Canadian Association of Labour Media (CALM).

Equity has remained central to our agenda. This continues to be highlighted through the annual Bromley L. Armstrong Awards Gala which took place on June 21, where as a Labour Movement, unions from across the GTA, recognize the work being done in human rights, equity and social justice. In recognition of National Indigenous Peoples' Day, the Bromley L. Armstrong award also recognized work being done for Indigenous rights for the first time. This event continues to be a reminder of our shared vision as a movement and dedication to the fight for justice for all.

In November, Labour Community Advocates came together for the LCAT Networking Event. Being a Labour Community Advocate is a special role that takes a lot of hard work and dedication, and we thank you for being those central points of support for resources within your workplaces. You make your workplaces and communities a better place each day.

We end 2024 with gratitude for the unwavering commitment of the labour community. Collaboration has always been key to our work, knowing that we are stronger when we come together. There is always hope in the willingness to help one another. Thank you for your support and we look forward to being on this journey with you all in 2025.

Sincerely,

A handwritten signature in black ink that reads "Faduma Awow Mohamed". The signature is written in a cursive, flowing style.

Faduma Mohamed
Executive Director
Labour Community Services

MESSAGE FROM ABDI HAGI YUSUF

PRESIDENT, BOARD OF DIRECTORS, LABOUR COMMUNITY SERVICES



Labour Community Services continues to be grounded in the vision of creating a just society for all. This guiding principle is at the heart of our strategic plan and has shaped every program, partnership, and campaign we've undertaken in 2024.

A constant challenge we face in social justice and activism work, are the intentional attempts to divide our communities. We see this at every level of power - from the workplace to government. Through our programs, campaigns, and collaborative actions, our aim was to keep issues of inequity and injustice visible, even when external forces try to ignore, silence and hide them.

Workers do not live single-issue lives – they are parents, caregivers, tenants, immigrants, community members, and activists. Because of this, we remain deeply committed to protecting and promoting the rights of all workers, where our strategic plan challenges us to think big and act boldly, calling to dismantle barriers and build pathways to equity and opportunity:

- As Labour's charity of choice, our strengthened partnership with United Way Greater Toronto, and the support of union members, helps fund 300 community agencies across the GTA. As a result, programs like the Labour Community Advocate Training program are made possible, good paying jobs become available, and communities are strengthened and supported by agencies that union members also access.
- The Labour Community Advocate Training program continued to see workers develop into leaders within their workplaces, providing connection to social resources, and selflessly became support systems for those seeking help.
- Anti-racism work is prioritized in all of LCS' activities - from participating and facilitating engaging conversations that lead to actionable items and campaign work, to events that recognize the work being done within the Labour Movement. We've had the opportunity to share our work with unions and the community in the GTA, as well as gain exposure with other Canadian unions through the Canadian Association of Labour Media.

None of this would be possible without the tireless effort of our staff, volunteers, labour partners, community allies, and donors. As we look to 2025, we remain inspired by the resilience of our communities and the courage of workers everywhere. Thank you.

In solidarity,



Abdi Hagi Yusuf
President, Board of Directors
Labour Community Services

MESSAGE FROM ANDRIA BABBINGTON

PRESIDENT, TORONTO & YORK REGION LABOUR COUNCIL



As we reflect on another powerful year of organizing, advocacy, and solidarity, I am honoured to share this annual message on behalf of Toronto & York Region Labour Council. The strength of the Labour Movement lies in our unity, and 2024 was an important step along the path towards what we can achieve.

In a time marked by rising global conflict, our efforts to create inclusive, equitable spaces for all workers – regardless of race, faith, gender, status, or background, continued. We took on the rise of using scapegoating, hate, and fear, which aims to distract and divide workers. Whether at our annual Indigenous and Workers of Colour conference, on Labour Day, at City of Toronto tables to meet our climate goals, or through our Fight For A Better Future campaign and Fund Our Schools campaign, we pressed union members to build solidarity. Together with LCS, our commitment to human rights and anti-racism remained unwavering through the Refugee Next Door and Yes, It Matters campaigns.

One of the most moving moments, was once again, co-hosting the Bromley L. Armstrong Awards Gala – a night that celebrates the trailblazers of our movement and the ongoing fight for social justice and human rights. We were inspired by more than 400 guests from the Labour Movement and community, coming together to celebrate and encourage one another, all rooted in the spirit of equity and courage that Bromley himself embodied. This night is always a powerful affirmation of our collective history and our future vision.

With United Way Greater Toronto as our partner and ally in standing up for our communities across the GTA, we were reminded by their newest campaign, that change won't necessarily come easy, but it's going to take us coming together Any Way We Can. During the Labour Presidents' Breakfast, we continued to raise United Way's profile and come together for our charity of choice.

As we prepare for the challenges and opportunities of 2025, we do so with a renewed energy and conviction. We know that the road ahead demands even deeper collaboration across sectors, movements, and communities. Together, we will continue to rise.

Thank you to everyone who walked beside us this year. Your commitment fuels the momentum for a fairer, more inclusive society, and a Labour Movement that reflects the full power and beauty of its people.

In solidarity,

A handwritten signature in black ink that reads "Andria Babbington". The signature is fluid and cursive.

Andria Babbington
President
Toronto & York Region Labour Council

MESSAGE FROM LISA GONSALVEZ

CHAIR, BOARD OF TRUSTEES, UNITED WAY GREATER TORONTO



It is my sincere pleasure to extend greetings to Labour Community Services on behalf of all of us at United Way Greater Toronto.

For close to 70 years now, Labour and United Way have been a force for good in communities across the GTA. Our shared principles and common vision galvanized Toronto & York Region Labour Council into playing an instrumental role as founding partners in the creation of United Way Greater Toronto back in 1956. And the establishment of Labour Community Services in 1982 has served to strengthen that connection, as well as the vital community services that labour members depend upon. Over the years, this sustaining relationship, rooted in a commitment to social justice and community support, has continued to fuel our collaborative efforts.

United Way Greater Toronto has been fortunate to call on the seasoned guidance and counsel of a number of labour volunteers who make valuable contributions to both our Campaign Cabinet and Board of Trustees. Additionally, as the charity of choice, United Way has benefited from generous fundraising, kicked off each year with contagious enthusiasm by labour leadership at the Presidents' Breakfast. This past year alone, the single-day event goal was surpassed, raising more than \$30,000, while workplace campaigns and the engagement of so many of the 270,000 working members across the region's Labour Movement resulted in an astounding \$5.6 million dollars to support United Way's work and our shared mission. Funds that enable a comprehensive network of over 300 community service agencies and other important initiatives like our community real estate work which is safeguarding community service organizations for the future.

Within that network, union-specific programs led by Labour Community Services, such as the Labour Community Advocate Training program, equip union leaders to be a central support system for community resources within their workplaces and communities. Furthermore, United Way and Labour continue to collaborate to secure good jobs through community benefits and other innovative approaches like the Inclusive Local Economic Opportunity initiative in Scarborough's Greater Golden Mile, as the neighbourhood undergoes revitalization.

United Way and Labour have always been stronger together. Our abiding partnership and shared path continue to anchor, support and empower workers and communities. With uncertain times ahead, that is indeed something to count on.

Sincerely,

A handwritten signature in blue ink, appearing to read "Lisa Gonsalves".

Lisa Gonsalves
Chair, Board of Trustees
United Way Greater Toronto



STRATEGIC PRIORITIES

2023/2026 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.

2024 HIGHLIGHTS

**A N Y
W A Y
W E
C A N**



United Way
Greater Toronto

DONATE TODAY

UNITED WAY GREATER TORONTO

A YEAR OF CHANGES BUT A PROMISE OF GREAT THINGS TO COME

With changes occurring in the leadership at United Way Greater Toronto (UWGT), the continued support and commitment of union members across Toronto and York Region didn't change, but helped UWGT raise more than \$108 million in 2024. On behalf of Labour Community Services, and Toronto & York Region Labour Council, our heartfelt thanks go out to each and every one of you for your support.

At the annual Labour Presidents' Breakfast on October 23, we kicked off the 2024 UWGT fundraising campaign at the House of Labour meeting and wished Daniele Zanotti, UWGT President and CEO, a fond farewell as he went on to assume the role of Deputy Minister at the Ministry of Children, Community and Social Services with the Ontario Government.

The event raised over \$40,000 from union locals in the Peel, Toronto and York Region. We want to thank all the unions and locals that attended and pledged donations to UWGT on behalf of their respective union or local. We were supported in this effort by IBEW Local 353 for the second year, as they provided a well-equipped and spacious space for the event. Our wonderful Campaign Cabinet Labour Chairs - Judith Logan-Junop, Jinkie David and Heather Erlen, worked side by side to plan, promote and encourage local leaders to donate to UW. Thanks for your commitment and dedication to maintaining and strengthening the UWGT Labour partnership through your volunteer work on the UWGT Campaign Cabinet.

The continued support of UWGT by our brothers and sisters in the workplace, is important since the challenges facing our communities right now are big – rising costs-of-living, soaring rents, housing costs and food insecurity. Too many people are struggling to make ends meet. It is against this backdrop that UWGT embarked on its brand-new campaign to raise \$1.5 billion over the next 10 years.

The slogan for this 10-year campaign is Any Way We Can. Four small words, but for us they are packed with a lot of meaning. They are a call to action. A promise to community to do everything possible to fight local poverty. To be bold. To use every tool in our toolkit to deliver real and lasting impact in the GTA.

How are we going to do this?

Fighting local poverty and building strong and resilient neighbourhoods isn't easy. But together we will:

- Safeguard and expand the UWGT network of agencies
- Future-proof our neighbourhoods to ensure community spaces can continue to be there, with doors open and lights on, close to home when people need them.
- Enable smart and scalable community-led solutions to our community's most pressing challenges and provide residents and neighbourhoods with building blocks to thrive

So, with grit determination, and more conviction than ever, we are committed to fighting poverty and building a GTA for all - one where everyone has what they need to thrive. ANY WAY WE CAN.

Photos on next page are from the 2024 annual Labour Presidents' United Way Campaign Kick-off Breakfast on October 23.



THANK YOU TO OUR UNITED WAY LABOUR VOLUNTEERS

UWGT CAMPAIGN CABINET LABOUR CO-CHAIRS

JINKIE DAVID

Toronto Public Library Workers Union (TPLWU) Local 4948

JUDITH LOGAN JUNOP

IFPTE Local 160

HEATHER ERLÉN

Canadian Labour Congress

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.

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

RICHELLE HIMAYA

rhimaya@uwgt.org

Fast Facts & Figures



In 2023-24, United Way invested \$115.4 million in community, supporting more than 650 programs delivered by a network of over 300 community agencies and spearheading local solutions.

800 generous workplaces

2,000 volunteers

80,000+ donors

Highlights of our work include:

- **Our network of agencies:** As the largest funder of social services in the GTA beyond government, we support a social safety net of 300+ agencies to meet needs all year long and through extraordinary times. This was the case in summer 2023, when a refugee crisis required United Way to swing into action, establishing the African Resettlement Emergency Fund, raising over \$500,000 and directing resources to Black-led and Black-serving groups managing more than 40 projects on the frontlines.
- **Cluster tables:** Established by United Way and the City of Toronto in the early days of the pandemic, this model of community services coordination has evolved to become a best-in-class approach to meeting emerging and ongoing community needs and spearheading local solutions to diverse challenges, including climate change. Today 12 cluster tables support neighbourhoods across the city, as well as specific populations, through the Newcomer

Table and Black Resilience Cluster. In York Region, similar collaboration is underway at the Service Partners Table and Seniors Cluster report table. And in Peel, United Way sits at the Peel Community Response Table and co-chairs the Peel Poverty Reduction Committee.

- **Community engagement:** Engaged and connected residents are integral to the equitable communities that we envision and hold as our north star. They are as essential to a good life as are financial and housing stability and access to a network of services. That is why we foster engagement in myriad ways, including through our own community campaign. Other ways we create opportunities for residents to shape our collective future? This spring, we worked with Peel agency network Metamorphosis, to champion election engagement in Mississauga, sponsoring a mayoral debate as well as local civic activities.
- **Cross-sector collaboration:** Joining forces with business and government, we envision, test-drive and scale new models of prosperity that benefit those often left behind. It is that different approach that has generated an estimated \$9.2 million in financial returns and better jobs for 150 residents in Scarborough through our Inclusive Local Economic Opportunity project in the Greater Golden Mile; provided 50+ supportive housing units in Parkdale through the Social Medicine Initiative and meant safer communities throughout the GTA, thanks to FOCUS Toronto.



- **Movement mobilization:** Through our latest report, *Bringing Affordable Housing Home: An action plan for housing stability in Ontario*, we've brought a new force to the fight for deeply affordable housing: the non-profit sector. Developed in consultation with partners, the action plan draws on the expertise of 400 non-profit housing leaders, shared through 20 local consultations led by United Ways across Ontario. And it outlines seven solutions-focused policy recommendations that we are already seeing reflected in government efforts to grow housing stability.
- **Community hubs:** Champions of community space, for more than a decade, we continue to fund an incredible one-stop model bringing community services under one roof in eight community hubs in neighbourhoods across Toronto—and two more in the making. Since opening their doors, those hubs have amassed 5.1 million visits. Gathering places for neighbourhood residents, they are also spaces to organize for community solutions – vaccination and testing sites as well as food depots during the pandemic and refugee support.

Next up:

Today our region is facing the increased pace of growth and expanding community need, with rising rents contributing to greater risk of displacement of lower-income people and the services they depend upon. In response, we are working together with our network of agencies and partnerships to strengthen the social infrastructure that is at the heart of resilient, dynamic and equitable neighbourhoods, where people can access affordable housing, and secure employment and opportunities to shape their future. In collaboration with agencies like the Jane/Finch Community and Family Centre, Agincourt Community Services Association and Indus Community Services, we are deepening and extending our community-development work and scaling progressive models for community prosperity in neighbourhoods like Jane-Finch, South Markham and Cooksville. And through a new initiative in community real estate, we are developing new mechanisms of social purpose ownership and acquisition that will give agencies greater control over their space so that people never lose access to the social services and supports they need.

United Way's Fundraising Cost-Revenue Ratio is 17.3%, well below the 35% threshold noted by the Canada Revenue Agency (CRA). This means almost 83 cents out of every dollar given to United Way flows to investments/disbursements for community services and program support.



For more on our work supporting community over the past year, please see our Annual Report [here](#)



LABOUR COMMUNITY ADVOCATE TRAINING (LCAT) PROGRAM

Each year Labour Community Services runs the Labour Community Advocate Training (LCAT) program, we are encouraged by the dedication and commitment people have to wanting to make their workplaces and community a better place each day. Leaders step up to the plate to become even better leaders so that they can be equipped with the resources and skills they need to be central hubs of support. We look forward each year to meet all the new and returning students for the 3-level program. On behalf of Labour Community Services, we would like to thank everyone for your participation and support and look forward to celebrating the new graduates during the 2024 annual meeting.

2024 HIGHLIGHTS

- February 7: The LCAT program delivered a one-day workshop for 110 of SEIU Healthcare's Ontario servicing union staff in Toronto - topics covering community services, violence against women, and mental health
- Monday March 11-18: SEIU Healthcare held a week-long LCAT program for their union members at the Sheraton hotel in Markham, where then 18 members graduated from Level 1.
- June 19-20: The OPSEU Region 5 education department and LCAT program coordinated a workshop for the Hardship Committee. The community services and financial counselling sessions were delivered, and the workshops were successful.
- Labour Community Services in partnership with the Ethiopian community in Toronto were able to take the LCAT program to the community and managed to educate over 50 participants over three consecutive weekends. Most participants were new commers to Canada and the feedback was amazing.
- The LCAT program was supported by the Toronto & York Region Labour Council affiliated local unions in a big way. Unions like: CUPE 4400, USW local 1998, SEIU Healthcare, IBEW 353 and OPSEU Region 5 promoted the LCAT program widely within their unions, and encouraged members to sign up for the course.
- Labour Community Services would like to recognize CUPE 4400 and USW Local 1998 for sending a large number of participants from their unions. These two locals had the greatest number of graduates from all levels of the program. Congratulations to both locals for receiving a special recognition. Special thanks to Colleen Costa, Recording and Corresponding Secretary of CUPE 4400, for her assistance and support, playing a huge positive impact on the strong participation of union members. Colleen, your contributions are deeply appreciated! Special thanks to Richard Waters, Administration and Technical Coordinator, USW 1998, for your seamless coordination and support - much appreciated!

“

The Labour Community Advocate Training program prepared me to help others.

The program gave me an opportunity to improve my communication and listening skills, as well as learn how to solve personal and professional challenges. I accumulated resources that I refer to when I need. My network grew tremendously, which makes my daily work easier. Organizations and program presenters are now also part of my network that I invite to present to my workshops for clients. I wouldn't have been connected to anyone without the help of the LCAT program. The program was so great that I can't wait for the next level.

NURA AMAN
CUPE LOCAL 4400

”

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 community, and prepare them to share their own understanding and feelings about a specific topic or issue. The LCA Training Program creates a safe space for participants to feel empowered socially and politically, to take control of their own learning, and to engage in social change.
- To assist workers who are facing personal and family challenges so that they can help themselves through an 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.

Visit www.labourcommunityservices.ca/lcat to learn more about the Labour Community Advocate Training Program or connect with the LCATraining Program Coordinator: Najib Soufian, at nsoufian@labourcommunityservices.ca.

“ **This training was transformative and equipped me with both the practical tools and personal resilience needed to excel as a Labour Community Advocate.**

The LCAT program provided valuable insights into addressing workplace and community challenges effectively. It strengthened my understanding of labour rights, conflict resolution strategies, and community organizing principles, enabling me to advocate more confidently and effectively for the interests of workers and community members. The course very thoroughly emphasized the importance of self-care in leadership roles, helping me to recognize the value of maintaining personal well-being to better serve others. I've learned to set boundaries, manage stress effectively, and prioritize mental and physical health while balancing advocacy responsibilities.

MADHUKER AKULA (HE/HIM), M.ED.
INSTRUCTOR AND PROGRAM SERVICES ADMINISTRATOR



2024 LABOUR COMMUNITY ADVOCATE GRADUATES

LEVEL 1

Abiemwense Osawe, SEIU Healthcare

Adria Campbell-Coelho, USW 1998

Alison McCall, USW 1998

Anna Jacobson, CUPE 4400

Anneliese Pfaller, CUPE 4400

Asho Mohamed

Barry Denis, OPSEU 527

Crystal Hutter, SEIU Healthcare

Danica Furtado-Fernandes, USW 1998

Daniel Balthazar

Dawn Burns, YUSAPUY

Desiree Thelma Smith, COPE 343

Fahmida Hoque, COPE 343

Fatima Ijaz, USW 1998

Feyisami Adara, USW 1998

Gloria Turney, SEIU Healthcare

Hamid Said, USW 1998

Hani Afrah, CUPE 4400

Hazel John, SEIU Healthcare

Holly Lee, OPSEU 527

Ileana Murray, USW 1998

Isabella Yan, OPSEU 512

Jennifer Frandsen, SEIU Healthcare

Jerry Lee Miller, CUPE 4400

Jessa Reitsma, COPE 343

Jessica Della-Schiava, USW 1998

Jordan Craig

Juliet Agu Chisaraokwu, USW 1998

Kartik Bishnoi, USW 9042

Katie Jug

Kelly Stephenson, SEIU Healthcare

Kendra Cowley, CUPE 4948

Kim Farrell, OPSEU 527

Lavina Sadhwani, YUSAPUY

Liesl Josen, USW 1998

Linda Clark-Todd, CUPE 4400

Lisa Pattison, SEIU Healthcare

Lisa Ryan, SEIU Healthcare

Madelaine Dwyer, CUPE 2348

Maria Pozo, SEIU Healthcare

Mary Miles, SEIU Healthcare

Marzieh Sarvi, COPE 343

Maurizio Sanita, CUPE 4400

Michael Candido, USW 7536

Michelle Stankevicius, COPE 343

Mira Nagar, OPSEU 528

Monika Anna Ciolek, USW 1998

Nadine Walters, CUPE 4400

Nanci Vaughan, CUPE 4400

Neena Matta, CUPE 4400

Nitasha Sehgal

Noushik Fermanian, SEIU Healthcare

Paige Von Hatten, OPSEU 550

Paul Robinson, USW 1998

Rafal Pierini, SEIU Healthcare
Rayven Soucie Hilton, OPSEU 518
Rebecca Chua, USW 1998
Rochell Harry-Alexander, CUPE 4400
Rosa Mordasiewicz, LCS
Rosita Milton, CUPE 4400
Rozina Budhwani, COPE 343
Rutendo Mukwekwezeke, USW 1998
Ryan Lahti, USW 1998
Safiya Ahmed, SEIU Healthcare
Sandra Sabbagh, USW 1998
Sanjay Thapa, SEIU Healthcare

Shari Bishop, OPSEU 151
Shikhar Shrivastava, COPE 343
Shpresa Bace, USW 1998
Simone Smith, SEIU Healthcare
Sukhpreet Sangha, USW 1998
Suzana Klasnja, CUPE 4400
Syam Padikkat Saseendran, USW 1998
Teresinha Costa, USW 1998
Thor Martin, OPSEU 527
Valerie McRobie, OPSEU/SEFPO 518
Vivienne McDougall, SEIU Healthcare
Vonetia Reid, SEIU Healthcare

LEVEL 2

Akezia Jainaraine, OPSEU 527
Amanda Andrews, USW 1998
Angel Ly, USW 1998
Anna Jacobson, CUPE 4400
Christina Johnston, CUPE 4400
David Ricci, CUPE 4400
Georgia Gjelaj, CUPE 4400
Guadalupe Ruiz, CUPE 4400
John Sapico, CUPE 4400
Jumoke Giwa-Ndathi, USW 1998
Kartik Bishnoi, USW 9042
Kimberley Doyle, CUPE 4400
Lavina Sadhwani, YUSAPUY
Linda Clark-Todd, CUPE 4400
Lisa Skeete, CUPE 4400
Lulu Yang, USW 1998
Madelaine Dwyer, CUPE 2348

Madhuker Akula, USW 1998
Mara Boedo, CUPE 4400
Maurizio Sanita, CUPE 4400
Mickel A. Allen, YUSAPUY
Monika Anna Ciolek, USW 1998
Nanci Vaughan, CUPE 4400
Novlette Mitchell, CUPE 4400
Rebecca Chua, USW 1998
Rosita Milton, CUPE 4400
Roula Argiropoulos, CUPE 4400
Sandra Bell, CUPE 2316
Sanjit Rehal, CUPE 4400
Sundeep Battu, USW 1998
Suzan Klasnja, CUPE 4400
Vilma Canizalez, CUPE 4400
Yanhong Ren, CUPE 4400
Zeripha Moses, YUSAPUY

LEVEL 3

Akezia Jainaraine, OPSEU 527
Biao Jane Jiang, CUPE 4400
Carol A. Carpenter, CUPE 4400
Christina Johnston, CUPE 4400
Clayton Cadiou, IBEW 353
Darren McAloney, CUPE 4400
David Ricci, CUPE 4400
Garth Anglin, CUPE 4400
Gary F. Horenkamp, USW 1998
Georgia Gjelij, CUPE 4400
Graham Russell Jones, IBEW 353
Guadalupe Ruiz, CUPE 4400
Habiba Aden, CUPE 4400
Ingrid Buchinger, CUPE 4400
Iriss Mariano, PSAC/CEIU 638
Jacklyn George, CUPE 4400
Jeananne Robertson, USW 1998
Joy Davis, CUPE 4404
Karen Hampson, USW 1998
Kelly Chen, YUSAPUY
Kelly Nobert, OPSEU 386
Kimberley Doyle, CUPE 4400
Lanette Bryant, CUPE 4400
Ling Jiang Li, CUPE 4400
Lisa Skeete, CUPE 4400
Louis Marzilli, CUPE 4409

Madhuker Akula, USW 1998
Mara Boedo, CUPE 4400
Margaret Bucknam, USW 1998
Michelle Carreau, CUPE 4400
Mostofa Siraj Mohiuddin, YUSA O
Novlette Mitchell, CUPE 4400
Nura Aman, CUPE 4400
Paul Cadiente, COPE 491
Pauline Merrigan, CUPE 4400
Pixie George-Benjamin, CUPE 4406
Raul Gutierrez, USW 7536
Roula Argiropoulos, CUPE 4400
Samantha Lloyd, CUPE 4405
Sandra Bell, CUPE 2316
Sanjit Rehal, CUPE 4400
Sarah Robertson, CUPE 4403
Sharon Moses, YUSAPUY
Sophia Wallace, Unite Here! 75
Sundeep Battu, USW 1998
Suzette Aleung, YUSAPUY
Theodora Mehany, CUPE 4400
Valentina Rakhmati, CUPE 4400
Vijay Vigneswaramoorthy, CUPE 4400
Vilma Canizalez, CUPE 4400
Xiao Mei Xu (Shelly), CUPE 4400
Yanhong Ren, CUPE 4400

CONGRATULATIONS CLASS OF 2024

SPECIAL PROJECTS

DIVERSITY, EQUITY & INCLUSION (DEI)

For four years diversity, equity and inclusion (DEI) were key themes in addressing social and economic inequities and systemic barriers. Much effort and resources were put into trying to level the playing field. In 2024, rumblings of descent with respect to the value of DEI efforts were evident and palpable by the end of the year, with roll backs on DEI efforts.

TORONTO & YORK REGION LABOUR COUNCIL'S EQUITY COMMITTEE

Amidst the roll backs by some on DEI efforts and initiatives Toronto & York Region Labour Council's Equity Committee continued to press forward showcasing the benefits of taking a DEI approach in its works. Special Projects' work the Equity Committee in planning and implementation of the committee's signature annual Indigenous / Workers of Colour Conference (IWOCC) 2024. The June 8th conference entitled, *Building Black, Indigenous, and Workers of Colour Wins: The Equity Action Plan for Now* welcomed almost 200 labour and community activists.

In 2024, the committee also established its strategic plan with the goals of deepening equity, political action, and developing diverse leadership. Supported by Special Projects, the committee selected a record number of recipients for the 2024 Bromley Armstrong award, which saw for the first time, the award's presentation to Indigenous activists.

EYES ON THE PRIZE

Anti-Black racism continues to hamper social cohesion and can be said to have had devastating impacts. In 2024, Special Projects helped to support Labour Community Services' efforts to create a space where Black union leaders can be supported to build cohesion and create a legacy for the next generation of Black leaders. To achieve this, a steering committee was established, and a 2-day forum was held in October to kick off the initiative. It is hoped that an outcome from Eyes on the Prize will be the establishment of the Carol Wall Institute for Black leaders, in honor and memory of the late labour and community activist.

ECONOMIC AND SOCIAL BALANCE: SOCIAL PROCUREMENT

As the earning and purchasing strength of working-class people continue to experience downward pressure based on current economic realities, Labour Community Services continues to explore viable avenues to alleviate this pressure. To this end, Labour Community Services has representation at the York Region Social Procurement Stakeholders' Table. Social Planning Council of York Region (SPCYR) in partnership with York Region Food Network (YRFN), received funding to convene a Social Procurement Stakeholders' Table in York Region. This 'joint initiative by YRFN and SPCYR is intended to bring together diverse cross-sectoral stakeholders across York Region to grow the understanding of, and interest in social procurement in communities across York Region'. Labour Community Services sees this initiative as a step in the right direction when it comes to addressing the economic needs of working-class people.

GOOD JOBS FOR ALL COALITION: UNION STRENGTH AND JOBS

In 2024, Special Projects participation in the Good Jobs for All (GJFA) Coalition continued. The GJFA Coalition continued to look at best possible avenues to support the idea of a just transition and access to benefits when workers have lost employment. The loss of middle-income manufacturing jobs in the car industry has to some degree created a two-tier system where unionized workers have been able to negotiate access to employment after re-tooling is completed and unrepresented workers are facing permanent lay off.

UNIONIZATION AND WORK IN AN ERA OF EXPANDING AUTOMATION AND ARTIFICIAL INTELLIGENCE

In mid-2024, Special Projects initiated conversations with post secondary academics focused on the possibility of using artificial intelligence (AI) to tackle entrenched social issues, i.e. poverty. In December, a focus group of union members took part in a discussion lead by a professor from the Work and Labour Studies Program at York University on the impact of AI in the workplace. The discussion exposed the extent to which AI is being implemented in the workplace and displacing workers. The hope is to continue this line of inquiry.

COMMUNICATIONS

CONNECTING TO SHARE, ENGAGE AND MAKE POSITIVE CHANGE

LCS has big goals. Our aim is to *create a just and equitable society for all*. As a project of the Toronto & York Region Labour Council and United Way Greater Toronto, our Labour community encompasses everyone from the Labour Movement and community across the GTA.

The Toronto & York Region Labour Movement is made up of 220,000 union members, and the GTA is made up of more than 6.5 million people. Our goal in itself, challenges us (in a good way), to really think about the bigger picture - for all.

"For all" is the driving force behind everything we do at LCS. Throughout our activities, we've worked towards removing barriers to ensure we can connect, share and engage on our journey to making positive change.

Communications helps ensure that all of LCS' activities are easily accessed and shared with the Labour community, as well as regularly assesses how/where connections can be improved.

EVENTS

Each year, LCS hosts a number of reoccurring events that our Labour community have come to anticipate. We are happy and grateful to share that we were able to host the following, either online or in-person, raising greater awareness to social issues, as well as celebrate and recognize the work happening to improve working conditions and strengthen communities:

- February 20: Black History Month - Bringing Overlooked Canadian Black History to the Fore
- May 24: LCS Annual Meeting and Labour Community Advocate (LCA) Graduation
- June 21: Bromley Lloyd Armstrong Awards Gala
- October 23: Labour Presidents' United Way Campaign Kick-off Breakfast
- December 3: Labour Community Advocate (LCA) Networking Event

WEBSITE UPDATE

In 2024, LCS began exploring options to update the current website to make it more accessible. Consulting with staff from the Toronto & York Region Labour Council and Canadian Labour Congress, this project is still underway with the aim of continuing in 2025.

BE E-NEWSLETTER

In 2022, we launched BE, LCS' first quarterly newsletter, to regularly share LCS news, stories, events and opportunities. By the end of 2024, we've released a total of 8 issues. This has helped to continue centralizing LCS' updates on a regular basis, as well as track engagement.

FINANCE AND ADMINISTRATION

By supporting Labour Community Services' long-term sustainability and operational accountability on a timely basis, the Finance and Administration Coordinator ensures the proper execution of policies and procedures, supports the organizations' activities to completion, and maintains/increases Labour Community Services' financial stability:

2024 LCS OPERATION: Cashflow, Term Deposits and Budget Review reported twice a year to LCS Board. Completed 5th year of online auditing successfully, since starting in 2020 due to working remotely.

PROJECT FUNDING ADMINISTRATION: Started in 2013, as Trustee for Toronto Community Benefits Network (TCBN) and TradeLinx, LCS monitors and processes the projects' funding from more than 5 funding sources, alerting funding gaps to managers and LCS Board once it occurs.

SUPPORT EQUITY COMMITTEE OF TORONTO & YORK REGION LABOUR COUNCIL: The 19th Bromley L. Armstrong Awards Gala raised \$70,000, spending \$58,368. The \$9000 raised from the event went towards the LCS Eyes on the Prize project.

LACT PROGRAM INVOICING, PAYMENTS AND COLLECTIONS

UNITED WAY CAMPAIGN SUPPORT: Consolidated donations collected for United Way Greater Toronto from the annual Labour Presidents' UW Campaign Kickoff Breakfast and sent United Way Greater Toronto a lumpsum payout of \$17,000.

GOVERNING LIAISON: Complete online information updates with different departments: CRA, Service Canada, Service Ontario, WSIB etc.

EMPLOYEE ISSUES AND BENEFITS ADMINISTRATION: Staff time tracking, payroll updates, T4s, benefit renews and individual employee information updates.

OFFICE RELATED: Insurance renewal, cloud office maintenance and upgrades, rental and renovation follow-ups.

COMMUNICATION SUPPORT: Regular supporting of workers through calls and emails regarding their workplace issues.

CHINESE INTER-AGENCY NETWORK LABOUR COMMITTEE: Bringing together 19 community organizations to discuss issues that impacted the Chinese community, to find leaders who can move the discussions to action, and forward as a team, with a main focus on the Chinatown remodeling project in 2024. A new chair from the Chinese South Asia Legal Clinic and Workplace Health and Safety Prevention has signed agreements with 25+ settlement agencies and delivered training to frontline workers and their clients.

LIFELINE FOUNDATION

In 2024, the Lifeline Foundation celebrated 50 years of continuous and uninterrupted provision of service to USW members and their families. As in recent years, there has been an overwhelming usage of the program, which surpassed all previous years. Users continue to take advantage of this program which provides information, community-based referrals, and supportive services covering a wide range of issues.

The Lifeline Foundation is a long-time program of the United Steelworkers Toronto Area Council. 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 carries out the work of the Lifeline Foundation on behalf of the United Steelworkers Toronto Area Council since 2005.

Over the past year, users remain affected by the high cost of living, particularly access to affordable housing and the necessities of everyday living, including food and transportation. Increased stress caused by these, and other financial concerns, has led many members to access a variety of mental health services and supports as a way of coping.

As Coordinator, I am proud to say that the Lifeline Foundation continues to successfully help ease the stress of problems of personal impact experienced by those who connect with the program. However, lasting solutions to these very real problems are urgently needed.

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



YES, IT MATTERS: ADDRESSING SYSTEMIC RACISM

When the Yes it Matters and Refugee Next Door Campaigns were established there was no illusion that change would be immediate and easily measurable. However, what was clear was that longevity and consistency would be necessary in order to keep racism and refugee issue on the front page of Labour Community Services work. To this end Special Project has supported the regular research and outreach necessary to create monthly profiles featuring historic figures and or Labour activist from diverse heritage.

YES IT MATTERS CAMPAIGN RESOURCES

Click on the links below or visit www.labourcommunityservices.ca/yesitmatters.

Campaign Booklet

- [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](#)

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.

- [January - Tamil Heritage Month - Pongal](#)
- [January - Tamil Heritage Month - Darshika Selvasivam](#)
- [February - Black History Month - Vera Codjoe](#)
- [March - Bangladeshi Heritage Month - Shahidul Islam](#)
- [April - Sikh Heritage Month - Jagmeet Singh](#)
- [May - Asian Heritage Month - Joe Miyazawa](#)
- [June - National Indigenous History Month - Audrey Huntley](#)
- [June - National Indigenous History Month - Brent Pelletier](#)
- [June - National Indigenous History Month - Crystal Sinclair](#)
- [June - National Indigenous History Month - Krista Maracle](#)
- [June - National Indigenous History Month - Melissa Somer](#)
- [October - Islamic History Month Canada](#)
- [October - Somali Heritage Month - Sarah Jama](#)
- [November - Hindu Heritage Month and Diwali](#)

YES, IT MATTERS!

SELF-CARE KIT AGAINST RACISM



Racism and discrimination continue to negatively affect the lives of people of colour. One of the many places it shows its ugly face is in the workplace. At times, racism is obvious, such as the use of racial slurs, graffiti, or even violence. However, many times it is subtle, such as assumptions, or exclusion.

Regardless of how people of colour experience racism and discrimination, it causes added stress and challenges to their lives. This poster is designed to help people of colour find ways to cope with, and address racism and discrimination in the workplace.

RACE-RELATED STRESS IS REAL

Being the “diversity hire” to fill a company or organization’s yearly quota can be a huge burden. You may feel added pressure to perform on behalf of your community, defy stereotypes, and “prove yourself.” There are many consequences when these issues are not addressed. Suppressing your feelings or experiences of racism or discrimination can have many negative outcomes, especially for your mental health.

RECOGNIZE THE SIGNS

- A sense of being isolated and an outsider
- Feeling fearful, anxious, frustrated, helpless, depressed, or angry
- Consistent thoughts of quitting
- Difficulties with concentration and motivation
- Being unsure or confused about whether one is being treated differently because of race or ethnicity
- Decreased self-esteem
- Fear of repeat discrimination
- Substance misuse or overuse
- Reluctance to be a “team player”

WWW.LABOURCOMMUNITYSERVICES.CA

GET EMPOWERED

It can feel defeating to experience racism or discrimination at work. That's why it's so important to push back, in the best way YOU know how. Here are just some of the ways you can do it:

- Use humour to challenge offensive statements
- Start an anti-racism group to educate people
- Write about it (either publicly or privately) - this can help you keep track of different instances
- Reflect on what you admire about your race and/or culture

FIND SUPPORT

Finding people to speak to who are sympathetic or going through similar experiences may not resolve the issue, but it can help you release stress and reduce feelings of isolation.



PRACTICE SELF-CARE

Filing a report to your manager or union representative may not result in a positive outcome, and going through the Human Rights Commission can be lengthy and exhausting. It's normal to have feelings of hopelessness.

Practicing self-care can help you cope in a positive way. This is key to improving your mood and reducing stress. It may include:

- Spending time outdoors
- Sleep
- Practicing a healthy lifestyle (exercise, eating healthy)
- Cook or bake
- Meditation
- Exercise
- Volunteer
- Trying a new hobby (i.e. music, painting)



REPORT RACISM

It's your right to report racism or discrimination in the workplace to a person of authority. You can go to your Human Resources department, tell your manager, or speak to your union representative. If your internal complaint results in zero action, you may consider turning to the Human Rights Commission.

REFUGEE NEXT DOOR

Since the start of the campaigns refugee issues have multiplied. Toronto has seen refugee on its streets with limited responses. In 2024, anti-refugee rhetoric continued to be present, as the campaigns aimed to try and combat resulting harm through education and information dissemination.

In 2021, the Refugee Next Door (RND) Committee created the Refugees in Canada: Facts and Myths Presentation to be shared with union locals. At that time, the number of displaced people around the world was recorded at 70.8 million according to the UNHCR. In 2024, the committee began updating the presentation with hopes to re-release it in 2025. The alarming rate at which people have been displaced globally, has now grown to 122.6 million.

REFUGEE NEXT DOOR CAMPAIGN RESOURCES

Visit www.labourcommunityservices.ca/rufugeenextdoor 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 \(2021\)](#)

X RACISM

With a view to addressing the impact of racism in unions, *X-Racism* emerged as a strategy to embed anti-racism language in union constitutions, collective agreements and member-to-member interactions. There is still much more to do in this area as the struggle continues.

The background features a complex, abstract pattern of overlapping, parallel lines in various shades of blue and purple. The lines create a sense of depth and movement, resembling a stylized architectural or geometric design.

BROMLEY LLOYD ARMSTRONG AWARDS GALA

ONTARIO

HUMAN RIGHTS CODE

Whereas recognition of the economic, dignity and personal and domestic rights of all members of the human family is the foundation of freedom, justice and peace in the world and is in accord with the Universal Declaration of Human Rights as proclaimed by the United Nations;

And whereas it is public policy in Ontario that every person is free and equal in dignity and rights without regard to race, creed, colour, nationality, ancestry or place of origin;

And whereas these principles have been enshrined in Ontario in a number of enactments of this Legislature;

And whereas it is desirable to amend a provision in R.S.O. and related with respect to and to amend their administration;

Therefore, His Majesty, by and with the advice and consent of the Legislative Assembly of the Province of Ontario, enacts as follows:

1. The public utility policies or standards or rates or to be published or proposed in respect of any public utility or service, the terms, rates, conditions or other administrative matters, administered or to be administered by the Ontario Hydro-Electricity Commission or any other person for any public utility or service, shall not be discriminatory on the basis of race, creed, colour, ancestry, nationality, ancestry or place of origin of any person or class of persons.

2. Nothing in this section shall be deemed to interfere with the law, customs or practice of any other law.

3. No person shall be liable for any act or omission which is required to be the consequence of another act.

4. There is no action or claim of persons for or compensation, damages or benefits available in any court in Ontario in respect of any act or omission which is required to be the consequence of another act.

5. Any person who is liable for any act or omission which is required to be the consequence of another act shall be liable for any act or omission which is required to be the consequence of another act.

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John P. ...



THE BIGGEST NIGHT CELEBRATING HUMAN RIGHTS, INDIGNOUS RIGHTS, EQUITY AND SOCIAL JUSTICE WORK

On June 21, Labour Community Services and Toronto & York Region Labour Council hosted the inspiring work being done in human rights, Indigenous rights, equity and social justice, at the 19th annual Bromley Lloyd Armstrong Awards Gala. Together, we continued to celebrate Bromley Lloyd Armstrong and his legacy, as well as honour those who followed in his footsteps.

Bromley Lloyd Armstrong was a Black trade unionist, organizer, and activist who led Ontario's early anti-discrimination campaigns. His efforts paved the way for Canada's first Human Rights laws.

Recognizing that June 21 is National Indigenous Peoples Day, this year featured the historic recognition of Indigenous rights activism. We were grateful to also have Elder Larry Frost give us an Indigenous blessing to open and close the event and have Red Sky Performance share a traditional dance.

With more than 400 people in attendance, a total of 12 recipients received the awards and have been added to the prestigious alumni.

Proceeds raised by the gala continue to help fund essential anti-racism work led by Labour Community Services and Toronto & York Region Labour Council.

We would like to thank everyone who supported and attended the gala and look forward to celebrating again in 2025.



CONGRATULATIONS TO THE 2024 RECIPIENTS OF THE BROMLEY L. ARMSTRONG AWARD

AUDREY HUNTLEY

Member of the Society of United Professionals (IFPTE 160)
Winner of the Bromley L. Armstrong Award for Indigenous Rights Activism - Individual Excellence

BRENT PELLETIER

Member of Amalgamated Transit Union (ATU) Local 113
Winner of the Bromley L. Armstrong Award for Indigenous Rights Activism - Individual Excellence

CRYSTAL SINCLAIR

Formerly of the OPSEU SEFPO Indigenous Circle, Indigenous Mobilization Team, Local 548
Winner of the Bromley L. Armstrong Award for Indigenous Rights Activism - Individual Excellence

MELISSA SOMER

Member of Toronto Education Workers/CUPE 4400
Winner of the Bromley L. Armstrong Award for Indigenous Rights Activism - Individual Excellence

SOCIETY OF UNITED PROFESSIONALS (IFPTE 160)

Winner of the Bromley L. Armstrong Award for Indigenous Rights Activism for Collective/Union Excellence

OPSEU/SEFPO INDIGENOUS CIRCLE

Winner of the Bromley L. Armstrong Award for Indigenous Rights Activism for Collective/Union Excellence

ATTASHA JORDAN

Former President of OPSEU/SEFPO Local 510
Winner of the Bromley L. Armstrong Award - Individual Excellence

DEBORAH KARAM

First racialized immigrant President of Toronto Elementary Catholic Teachers (TECT)
Winner of the Bromley L. Armstrong Award - Individual Excellence

JOY DAVIS

Unit C Steward with Toronto Education Workers/CUPE 4400
Winner of the Bromley L. Armstrong Award - Individual Excellence

OYEBODE IBIDAPO-OBE

Member of the Society of United Professionals (IFPTE 160),
former Co-Chair of Employee Resource Group (ERG) at Hydro One
Winner of the Bromley L. Armstrong Award - Individual Excellence

NUREDIN BULLE

First Black President of UNITE HERE! Local 75
Winner of the Bromley L. Armstrong Award - Individual Excellence
Habtom Ogbamichael, Executive Board Member of Unite Here 75, accepted the award
on behalf of Nuredin Bulle

UNITE HERE! LOCAL 75

Winner of the Bromley L. Armstrong Award - Union Excellence

*Photos on the next page - corresponding recipients of the
2024 Bromley L. Armstrong Award (some with alumni presenters)*



Thank you

TO OUR SPONSORS

Proceeds of the Bromley Lloyd Armstrong Awards Gala go toward supporting human rights and social justice work led by Labour Community Services, in partnership with the Equity Committee of Toronto & York Region Labour Council.

PLATINUM (MAIN SPONSOR)

UNITE HERE! LOCAL 75

TORONTO COMMUNITY
BENEFITS NETWORK

GOLD

ATU 113

IBEW 353

SOCIETY OF UNITED PROFESSIONALS
IFPTE 160

SILVER

CARPENTERS' UNION LOCAL 27

CUPE 79

CUPE 4948

CUPE ONTARIO

ELEMENTARY TEACHERS OF TORONTO

LIUNA 506

OPSEU REGION 5

SEIU HEALTHCARE

TORONTO & YORK REGION
LABOUR COUNCIL

TORONTO EDUCATION WORKERS
CUPE 4400

TORONTO ELEMENTARY
CATHOLIC TEACHERS

UA LOCAL 46

USW 1998

USW 8300

USW TORONTO AREA COUNCIL

YUSAPUY

BRONZE

AMAPCEO

CANADIAN LABOUR CONGRESS

CUPE 2191

CUPW.STTP

ETFO

IUPAT DC 46

LABOUR EDUCATION CENTRE

SMWIA L30

PARTNERSHIPS



PARTNERSHIPS



Toronto **Community**
Benefits Network

TORONTO COMMUNITY BENEFITS NETWORK (TCBN)

In 2024, Labour Community Services (LCS) demonstrated strong fiduciary responsibility by managing funds on behalf of the Toronto Community Benefits Network (TCBN) and played a pivotal role in supporting TCBN's community benefits initiatives. Acting as a key liaison, LCS provided strategic guidance and hands-on support throughout TCBN's campaigns across the city, ensuring successful implementation of community-driven projects. Notably, LCS was instrumental in advancing community engagement and coalition-building efforts tied to the Downsview redevelopment, fostering collaboration and driving impactful change.

In recognition of Black History Month, LCS and TCBN united to host an insightful online watch party and discussion, centered around The Agenda's Steve Paikin's conversation with Afua Cooper, Cheryl Thompson, and Rachelle Bush. The discussion addressed critical gaps in the telling of Black history and explored the ongoing work required to achieve true equality.

Furthermore, LCS provided vital support to TCBN in the execution of its flagship events, including the Building Diversity Awards and the NexGen Builders Annual Retreat. These special projects took on even greater significance as TCBN celebrated its 10th anniversary, underscoring the long-lasting impact of their work.

In honor of International Women's Day, TCBN recognized LCS' Executive Director, Faduma Mohamed, for her exceptional leadership and invaluable contribution to TCBN's growth and development since its founding.

For more details on the transformative initiatives led by TCBN, visit their website at www.communitybenefits.ca.

**Labour
Education
Centre**

TRADELINX & WOMEN IN CONSTRUCTION (WIC) THROUGH THE LABOUR EDUCATION CENTRE (LEC)

Special Projects continued to support the formal partnership/trustee agreement between Labour Community Services and the Labour Education Centre in delivering the TradeLinx and Women in Construction (WIC) programs. TradeLinx is a 12-week in-person training program offered to Ontario Works (OW) recipients, while WIC is an 8-week program focused on supporting women and gender-diverse individuals entering the construction industry. Both programs provide classroom instruction, hands-on training, industry-recognized health and safety certifications, and exposure to green building practices. Participants receive critical employability and life skills, along with on-site social work and client support services. With strong partnerships across trade unions and the confidence of industry employers, TradeLinx and WIC graduates are well-prepared to access and succeed in apprenticeship pathways across Ontario. Learn more at: www.laboureducation.org/tradelinx

OUR TEAM

LABOUR COMMUNITY SERVICES TEAM



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THANK YOU

ACKNOWLEDGEMENTS

LABOUR COMMUNITY SERVICES STAFF

Thank you to all the LCS staff for their hard work and dedication.

2023/2024 BOARD OF DIRECTORS

Your constant support and guidance in keeping LCS on course, has continued to ensure LCS' work reflects the essential and urgent needs of both labour and the communities we 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. We are committed to working together Any way We Can.

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.

EXTENDED LABOUR FAMILY

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 continues to strengthen our communities, working towards a more 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).

