

# 2025



# Annual Report

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

# In partnership with



The Toronto & York Region Labour Council is a founding partner of United Way Greater Toronto. Labour Community Services is a result of that partnership, and together, we have worked to tackle issues of poverty and strengthen the communities we all work and live - **any way we can.**

## 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.

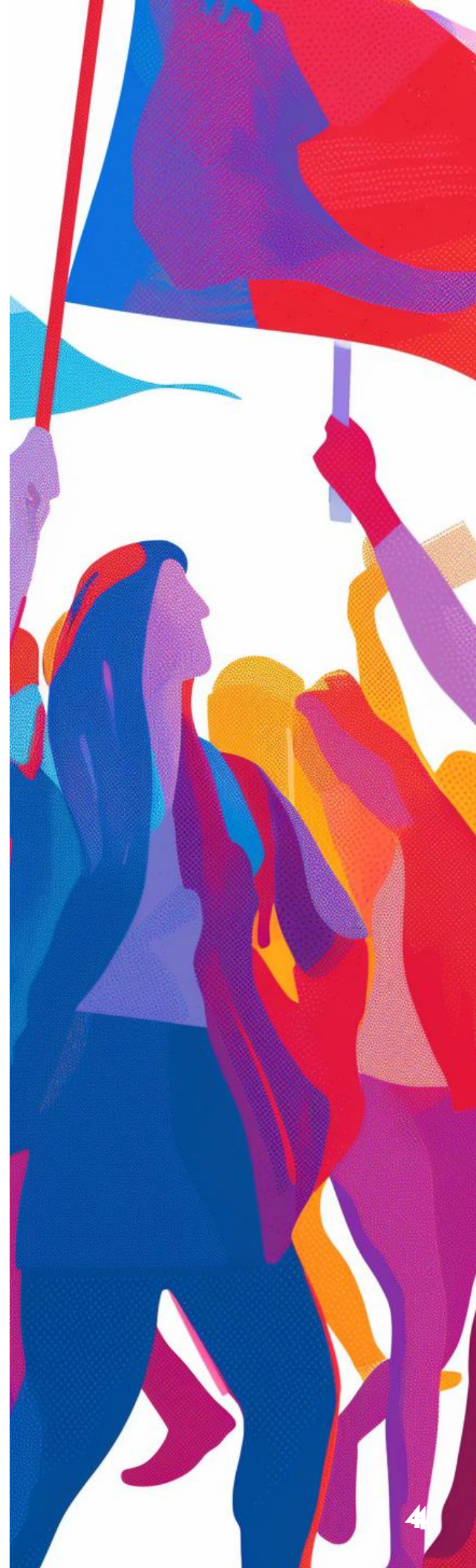
**LABOUR COMMUNITY SERVICES  
LAND ACKNOWLEDGEMENT**

# Who We Are

## COMMITTED TO A JUST AND EQUITABLE SOCIETY FOR ALL.

Established by the 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. 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



**“On behalf of everyone at Labour Community Services, I would like to thank you for another year of dedicated support. Our work to address poverty, social justice and equity has been, and will continue to be, our top priority.”**

## LABOUR & UNITED WAY

With Labour Community Services being born from the partnership between Toronto & York Region Labour Council and United Way Greater Toronto (UWGT) in 1982, our shared and collective effort is a powerhouse that brings the Labour Movement and the communities we all work and live in, together.

- In 2025, union members throughout the GTA achieved raising millions for UWGT. This helped over 300 United Way-funded agencies.
- During the annual Labour Presidents' United Way Campaign Kickoff Breakfast, we welcomed Heather McDonald, the new President & CEO of UWGT.
- Union leaders led by example and made their pledges towards the 2025 UWGT campaign.
- For the first time, the Daniele Zanotti Excellence in Partnership Award was presented to four Labour recipients that kept United Way front and centre within their unions and communities.
- A special thank you to all the United Way Labour Volunteers for your work and dedication in upholding the partnership between Labour & United Way - working together any way we can.

## ANTI-RACISM CAMPAIGNS

The need to fight against racism and inequality continues. While we are hopeful in the work our committees do through the Yes it Matters: Addressing Systemic Racism, and Refugee Next Door campaigns, the continued dismantling of diversity, equity and inclusion initiatives across all sectors, leaves a noticeable gap in the uptake and prioritization of such work overall.

- The Yes It Matters and Refugee Next Door campaign committees were combined to better unify our anti-racism efforts and resources.
- The Refugee Next Door video Facts and Myths was updated to reflect the ever-growing number of people seeking refuge around the world.
- We highlighted issues of injustice through panels and discussions we had throughout the year such as, Neo-colonialism Today: History Continued during our Black History Month event, Continuing the

Legacy: Embracing the Fight for Positive Change during the Bromley L. Armstrong Awards Gala, and The Labour Movement vs. The Capitalist Agenda during the LCAT Networking event.

## **20<sup>TH</sup> ANNIVERSARY OF BROMLEY LLOYD ARMSTRONG AWARDS GALA**

2025 marked the 20th annual Bromley Lloyd Armstrong Awards Gala. Established in 2005, the Gala has been held annually, with the exception of not being able to hold one in 2020 due to the COVID-19 pandemic. The Gala continues to be the most anticipated event of the year recognizing human rights, Indigenous rights, equity and social justice. With over 30 locals represented and more than 400 guests, award alumni, recipients, and leaders from Labour and the community, the Gala continued to be an example of the Labour Movement at its best - putting our hearts into what we do, not just for ourselves, but for all.

## **LABOUR COMMUNITY ADVOCATES TRAINING PROGRAM**

Congratulations to the Labour Community Advocates who began/completed the Labour Community Advocate Training (LCAT) program. More than 90 participants took part in 2025. This means more than 90 trained Labour Community Advocates in workplaces and the community being central referral points of support for their colleagues. Congratulations to everyone for your dedication.

## **THANK YOU!**

I want to take this time to thank everyone who continues to be part of our journey - to those who want to make a difference each day, take the leap of faith, and challenge the status quo. We couldn't do it without you and we're so proud to be part of the Labour Movement and a community that cares.

Sincerely,



Faduma Mohamed  
Executive Director  
Labour Community Services

# Message from Abdi Hagi Yusuf

PRESIDENT, BOARD OF DIRECTORS  
LABOUR COMMUNITY SERVICES



Since the review and recommitment of the Labour Community Services' 2023-2026 Strategic Priorities in 2023, we are proud to say that we have achieved another year of working closely with our partners, collaborators, colleagues, and supporters, to continue addressing issues of inequity and injustice.

Having a "just society for all" is a goal we do not take lightly, and acknowledge the work that needs to be done to achieve this. In 2025, we saw firsthand the challenges and difficulties workers and communities faced - from instability caused by the changing job market, to the rising cost of food and housing, to tariffs and the increase of far-right ideologies. While the public buzz of

addressing systemic inequities has significantly silenced, LCS' activities pursued engaging in these important conversations during meetings with Labour heads, campaigns, the Labour Community Advocate Training program, and the events that took place throughout the year.

As part of the Labour community, LCS provides strike support and solidarity when workers are put in this position. A few locals were faced with bargaining for fairer contracts in 2025. What may often be perceived as an interruption to public services, should be a reminder that behind the everyday services many take for granted, are friends, family, neighbours and colleagues fighting to be recognized for their work, instead of being taken advantage of by their employers. The Labour Movement doesn't exist to make things less convenient for the city, but fights to make things fairer for all workers. All workers deserve to make a living and make ends meet.

The Labour & United Way partnership is fueled by the work done by LCS in partnership with Toronto & York Region Labour Council and United Way Greater Toronto (UWGT). This collaboration is exemplified by the Labour Community Advocate Training (LCAT) program, the participation of United Way Labour volunteers throughout the year to prepare for the campaign season, from union leaders across the GTA participating in the annual Labour Presidents' United Way Campaign Kickoff Breakfast, and the contributions of workers through their workplace campaigns. We whole-heartedly welcomed UWGT President & CEO, Heather McDonald into her new position, and were honoured to have her foster a renewed acknowledgement of the partnership during the Kickoff Breakfast. We also were happy to have former UWGT President & CEO present the first Daniele Zanotti Excellence in Partnership Awards to labour leaders who put the partnership top of mind within their locals and the community.

To the LCS Board and Staff - thank you for your unwavering pursuit of connection, justice and community, and to everyone - thank you for your support.

In solidarity,



Abdi Hagi Yusuf  
President, Board of Directors  
Labour Community Services

# Message from Andria Babbington

PRESIDENT

TORONTO & YORK REGION LABOUR COUNCIL



2025 marks Labour Community Services' 43<sup>rd</sup> anniversary. In 1982, Labour Community Services was formed by the partnership between Toronto & York Region Labour Council and United Way Greater Toronto. It goes without saying that this partnership encompasses a community of activists from the Labour Movement and all across the GTA, who roll up their sleeves to do what they can, any way they can, to improve people's lives each day.

In social justice work, challenging the status quo is the active pursuit of what's fair and right. With opposition, language that constantly aims to divide the collective is used to distract people from knowing who "the union" is. And if anyone needs a reminder, "the union" is the people. There are more than 220,000 unionized workers affiliated to the Toronto & York Region Labour

Council alone. These workers, and so many more, make up the Labour Movement. More than 220,000 workers who ensure the city we call home, is home. Our collective understanding and support of this simple fact is the strength of our movement to make positive change.

"Working together" isn't just a catch phrase, it's a practice. We had record-breaking participation in our Labour Day Parade, a well-attended and well-received Indigenous and Workers of Colour Conference and a stunning array of equity events - the International Day for the Elimination of Racial Discrimination, our Gender and Equity in Labour Conference, protests against Bill 5's impact on Indigenous communities, our Lunar New Year Banquet and Chinese Workers' Memorial, multiple anti-hate rallies and lots of international solidarity support.

We celebrated the 20<sup>th</sup> anniversary of the Bromley L. Armstrong Gala in June. The awards gala has grown since 2005, to recognize unions in their collective work, as well as individuals and collectives fighting for Indigenous rights. Along with LCS, and the Equity Committee of Toronto & York Region Labour Council, this annual event has continued to be a proud highlight and achievement of the partnership. Congratulations to everyone who took part in this event.

United Way is part of the Labour Movement. From the Canadian Labour Congress and United Way Centraide partnership, to the many Labour Community Services throughout Canada formed to carry out the work of the partnership, we are all connected and understand that this work is essential to building stronger communities so people can thrive.

Together, we've taken on many challenges and celebrated wins. I look forward to continue working closely alongside Labour Community Services, and thank everyone for being part of our shared journey to a just society for all.

In solidarity,

Andria Babbington

President

Toronto & York Region Labour Council

# Message from Heather McDonald

PRESIDENT & CEO

UNITED WAY GREATER TORONTO



The Annual Report is a welcome opportunity to reflect on what the partnership between Labour Community Services and United Way Greater Toronto has achieved. Not just over the past year but also many decades.

Indeed, as United Way marks 70 years in our mission to meet urgent human needs and improve social conditions by mobilizing the community's volunteer and financial resources in a common cause of caring, we recognize that Labour has been with us from the very beginning. Common principles and a fierce commitment to social justice brought us together then and have anchored our efforts since.

Our partnership is particularly relevant today when good jobs and opportunities are increasingly out of reach for so many. Together we have made strides to build up community benefits and a stronger social safety net, to combat racism and period poverty and to fight for more equitable communities. Labour Community Services has been instrumental in steering and amplifying that work:

- Enabling union leaders to connect their colleagues to vital community resources through the Labour Community Advocate Training program, now online.
- Supporting fundraising for United Way as Labour's charity of choice, from the Presidents' Breakfast launch to workplace campaigns across the region, with members raising more than \$5-million last year alone.
- Providing strong leadership with volunteers on United Way Greater Toronto's Board of Trustees and Campaign Cabinet.
- Celebrating the spirit of partnership embodied by champions like John Cartwright and Daniele Zanotti in awards that carry their names and contributions forward.

While so much in the world today feels uncertain and challenging, I find hope in a relationship that has strengthened our region for decades. And I have no doubt that it will continue to do so for years to come.

In partnership,

A handwritten signature in black ink, appearing to read "H. McDonald". The signature is fluid and cursive, with a long horizontal line extending to the right.

Heather McDonald  
President & CEO  
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.



# 2025 Highlights

A person wearing a cap and a backpack is sitting on the edge of a bed in a room. They are looking out a window. The room has a wooden nightstand with a blue container on it. The lighting is soft, coming from the window.

**WE'LL SLEEP  
WHEN EVERYONE  
HAS THEIR  
OWN BED**

**ANY WAY WE CAN**



**United Way**  
Greater Toronto

**DONATE  
TODAY**



# United Way Greater Toronto

## **A YEAR FILLED WITH GRATITUDE**

A heart-felt thank you goes out to all our union members across the GTA for supporting our charity of choice - United Way Greater Toronto. Your support continues to make it possible to eliminate poverty in our communities. Thanks for your unwavering belief in the cause, and dedication to the work of United Way.

Many of the large, unionized workplace campaigns - City of Toronto, Toronto Transit Commission, Ontario Public Service - kicked off their campaigns the previous fall and announced their achievements in early spring. Most of these campaigns did well but others faltered as members struggled with negotiations that ended in strikes.

## **INTERNATIONAL WOMEN'S DAY: MENSTRUAL HYGIENE PRODUCT DRIVE**

By the time International Women's Day rolled around in March, union members attending the United Steelworkers' annual Mary Spratt Breakfast, generously donated menstrual hygiene products, making this the most successful drive. Products collected from this event were donated to The Redwood Women's Shelter for women and children fleeing abuse. The Redwood Women's Shelter is a United Way-funded agency that provides services inclusive to all women and their children, as well as actively works to support, understand and meet the unique needs of 2SLGBTQI+ persons affected by intimate partner violence, domestic violence, and gender-based violence.

Special thanks to USW District 6 and Sister Judith Logan-Junop, for their cash donations that added to the products donated to The Redwood. The Steelworkers Toronto Area Council has been a great partner in this initiative. They provide a space for participants to support women in need in the community. Thank you to the Women's Committee of the Steelworkers Toronto Area Council for your partnership in this venture.

## **CAMPAIGN CABINET**

In May, our United Way Campaign Cabinet Labour Co-chairs, Judith Logan Junop - Society of United Professionals IFPTE Local 160 and Jinkie David - Toronto Public Library Workers Union CUPE 4948, confirmed that they would be returning for another year. We welcomed Cheryl Paron - Canadian Labour Congress for also newly joining the team. We thank them for their dedication to the work that UW does to address urgent needs in our communities. We look forward to working with them again.

## **LABOUR PRESIDENTS' UNITED WAY CAMPAIGN KICKOFF BREAKFAST**

By the summer, the team of UW Labour Volunteers and Labour Liaisons from both Labour Community Services of Toronto and Labour Community Services of Peel, worked to plan the annual Labour Presidents' United Way Campaign Kickoff Breakfast. We were happy to collaborate with Toronto & York Region Labour Council, Peel Regional Labour Council, and Labour Community Services of Peel to support communities within the GTA.

Approximately 75 people were in attendance, and the Westin Toronto Airport hotel was able to accommodate our guests by providing us with a beautiful room, lovely breakfast and very courteous staff.

Breakfast attendees saw how their support made a difference in the lives of women and children escaping domestic violence with a presentation from The Redwood. The Redwood also offers women starting over the opportunity to gain skills that they can use to become gainfully employed after they leave the shelter, by partnering with building trades (HVAC).

The Daniele Zanotti Excellence in Partnership Award was launched and presented for the first time during the Breakfast, to recognize the work done by individuals and unions in promoting the Labour & United Way partnership within their workplaces. The first recipients of the award include: Judith Logan Junop of IFPTE 160, Raul Guitierrez of USW 7536, Toronto Public Library Workers' Union - CUPE 4948 (Brandon Haynes and Jinkie David accepting the award on behalf of CUPE 4948), and ATU 1572.

All in all, we were able to welcome more Peel local members but recognize that some of our biggest supporters from Ontario Public Service Employees' Union and Canadian Union of Postal Workers were walking picket lines or taking job action. We stand in solidarity with our union sisters and brothers who couldn't be with us at the Breakfast.

## **WELCOMING HEATHER MCDONALD, PRESIDENT & CEO, UNITED WAY GREATER TORONTO**

The new United Way Greater Toronto CEO & President, Heather McDonald, received a warm Labour welcome at the Breakfast. In her remarks she reminded us of the importance of the Labour & United Way partnership and how union members remain engaged and committed to our shared mission. She also outlined how union members in United Way workplace campaigns will continue to play a pivotal role as United Way aims to raise \$1.5B over ten years.

## **THANK YOU**

We are grateful that our partnership has stood the test of time, and we can count on the 300 programs and services funded by United Way are there when the community is in need. Thank You!

# **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

CHERYL PARON  
Canadian Labour Congress

## **UWGT BOARD OF TRUSTEES**

ANDRIA BABBINGTON, EX-OFFICIO  
President, Toronto & York Region Labour Council

TED AIVALIS  
Vice President, CUPE Local 416

# **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) OR RICHELLE HIMAYA [RHIMAYA@UWGT.ORG](mailto:RHIMAYA@UWGT.ORG)



# FAST FACTS & FIGURES



**At United Way Greater Toronto, our mission is to meet urgent human needs and improve social conditions by mobilizing the community's volunteer and financial resources in a common cause of caring.**

We work to fight poverty, improve social conditions and drive systems change so that everyone across the GTA has access to the building blocks they need to thrive: safe housing, stable income and employment, local services and real opportunities to engage in shaping the future of the place they call home.

For 69 years that has meant moving into new spaces to make the difference only we can. Last year, we worked closely with agencies and residents to support neighbourhood development and safeguard the community services and spaces so many of us depend upon.

## Highlights from a year of Any Way We Can:

- Our research report [Essential Spaces: Real \(Estate\) Solutions for Community Needs](#) reveals the impact of the rising costs of rent on community service organizations. Written with the Infrastructure Institute at the School of Cities, University of Toronto, the report finds that with 70% of organizations leasing their space and occupancy costs up as much as 57% over the last decade, many are at risk of displacement or closure. It is a call to action, and in keeping with recommendations,

United Way announced the **Community Real Estate Initiative** to strengthen our network, back-stop frontline agencies and secure permanent and sustainable space for critical services.

- [Thornccliffe Park Community Hub](#) became our ninth one-stop-shop Community Hub. Bringing social and health services to neighbourhoods across the GTA, United Way Community Hubs have amassed more than 5.8 million visits, welcoming people to community spaces and programming from 100+ agencies. Building on that success, we are planning for 10 more over the next decade.
- **New program funding of \$71 million** targets housing and homelessness and unemployment and other issues affecting people living in poverty. Over the next three years, funding will help support 260 high-impact programs and services meeting needs across 13 issue areas. This includes several agencies and programs new to our network, with a full 27% led by, focused on and serving Indigenous, Black and other structurally disadvantaged groups, part of our commitment to reconciliation and equity.
- A qualitative research project in collaboration with the City of Toronto, Region of Peel and Regional Municipality of York reflects on learnings from the 2023 African asylum seekers crisis and considers how to avoid shelter

# United Way Greater Toronto

## FAST FACTS & FIGURES

issues in future and build a better welcome for refugees. We connected with both asylum seekers and service providers to understand their experience and identify and address barriers to social and health services. The findings of the final report, [Understanding the Experiences of African Asylum Seekers in Peel, York and Toronto](#), offer actionable recommendations to better collaborate and support newcomers in future.

- [Built for Good: Delivering the Housing Ontario Needs](#), our new report in partnership with the Co-operative Housing Federation of Canada, calls for mobilization of the non-profit and co-operative housing sector and outlines a costed, delivery-ready plan to tackle Ontario's deepening housing crisis — and build the housing people actually need. The report identifies what it would take to transform Ontario's housing system, with ten, five and two-year targets and public investment estimates grounded in reality. A \$16.7 billion investment over two years would jumpstart a province-wide affordable housing strategy, led by the co-op and non-profit housing providers whose mission is long-term affordability for low- and moderate- and middle-income households.

### What impact are we having on poverty?

In 2024-25, United Way invested \$84 million in community, supporting more than 700 programs delivered by a network of 300+ community agencies and spearheading local solutions.

### Thanks to you and

- **1,100** generous workplaces
- **500+** volunteer days and neighbourhood tours
- **90,000+** donors

### 1.8 million got the help they needed:

- **150,000** people accessed culturally relevant and local food
- **30,000+** individuals accessed housing supports
- **18,100** people received support to enhance economic opportunity and financial stability
- **46,000+** individuals gained tools and resources to manage challenges with mental health and substance use
- **24,000+** individuals were provided with supports to live independently
- **36,000** seniors received support and services to connect with their community

United Way's Fundraising Cost-Revenue Ratio is 19.2%, well below the 35% threshold noted by the Canada Revenue Agency (CRA). This means over 80 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 workers 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 2025 annual meeting.

## 2025 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.
- March 11-18: SEIU Healthcare held a week-long LCAT program for their union members at the Sheraton hotel in Markham, where 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, was 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 Toronto & York Region Labour Council affiliated union locals 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 courses.
- 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!

# BECOME A LABOUR COMMUNITY ADVOCATE

The Labour Community Advocate Training (LCAT) program Levels 1, 2, and 3 ran successfully during both the Spring and Fall sessions of 2025. Enrollment remained strong throughout the year, allowing all classes to operate smoothly without interruption. Participants benefited from a supportive, inclusive, and engaging learning environment where they felt comfortable contributing to discussions. Feedback was overwhelmingly positive, and more than 90 participants graduated from the program in 2025.

The LCAT program received strong support from affiliated local unions. Organizations such as CUPE 4400, USW Local 1998, OPSEU Region 5, York University Staff Association (YUSA), and Unite Here Local 75 actively promoted the program within their union structures and encouraged members to register.

Labour Community Services (LCS) extends sincere appreciation to USW Local 1998, York University Staff Association (YUSA), and Unite Here Local 75 for sending a large number of participants to the program. Your continued commitment to educating and empowering union members is deeply valued.

Special thanks to Guled Warsame, President of Unite Here Local 75, for his strong leadership and outstanding support of the LCAT program. Your dedication and commitment are truly appreciated.

A successful Annual Graduates' Network Event was organized and coordinated on Tuesday, December 10, 2025, and held online. The event focused on grassroots community organizing and was once again facilitated by LCAT Level 3 graduates, creating a valuable space for learning, connection, and collective action.

## 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](http://www.labourcommunityservices.ca/lcat) to learn more about the Labour Community Advocate Training Program or connect with the LCAT Program Coordinator: Najib Soufian, at [nsoufian@labourcommunityservices.ca](mailto:nsoufian@labourcommunityservices.ca).

# CONGRATULATIONS TO THE 2025 LABOUR COMMUNITY ADVOCATE GRADUATES!

## LEVEL 1

Adetola Popoola, CUPE 2191

Agata Kaliska, USW 1998

Anda Petro, USW 1998

Andrea Annis, USW 1998

Angelina Liu, YUSA

Anneliese von Eicken, YUSA

Annesia Frankson, Unite Here 75

Anthony Taiwo O. Ijaola, Unite Here 75

Arif Ahmed, Unite Here 75

Avril De Souza, OPSEU 527

Cassandra Chambers, YUSA

Christina Covert, NSUPE

Debbie Yorke, USW 1998

Eden Hagos, USW 1998

Farhana Alam, USW 1998

Grace Guanzon, Unite Here 75

Ha Au, YUSA

Indika Ranasinghe, YUSA

Jeniffer Hosein, YUSA

Kazi Tasmin, Unite Here 75

Kristal Anglin, Unite Here 75

Lalita Chauhan, Unite Here 75

Laura McKinley, USW 1998

Lemuel Cong, Unite Here 75

Lijue (Leah) Xing, YUSA

Lorraine Mar, YUSA

Luke Periard, PSAC/CEIU 70712

Marigrace Noronha, USW 1998

Mary S. Amalathas, YUSA

Mauro Barillas, USW 1998

Michelle Christian, USW 1998

Michelle De La Motte, USW 1998

Michelle Johnson, YUSA

Murria Bajwa, YUSA

Nadine Mundle, Unite Here 75

Neivin M. Shalabi, OPSEU 527

Rae Trenchard, USW 1998

Riya P. Raaj, USW 1998

Ryan Persaud, YUSA

Sam Brown, Unite Here 75

Sandra Puvaca, USW 1998

Shelby Whynot, NSUPE

Snow Wang, Unite Here Local 75

Talia Eylon, YUSA

Tiffany Maxwell, USW 1998

Wanda Hollingshead, YUSA

Yuri Hernandez, USW 1998

Zainab Yusofi, USW 1998

Zhanina Bregu, USW 1998

## LEVEL 2

Adria Campbell-Coelho, USW 1998  
Anneliese Pfaller, CUPE 4400  
Anneliese von Eicken, YUSA  
Anthony TAIWO O. IJAOLA, Unite Here 75  
Asho Mohamed  
Daniel Balthazar, CUPE 4400  
Debbie Yorke, USW 1998  
Desiree Thelma Smith, COPE 343  
Hamid Said, USW 1998  
Ileana Murray, USW 1998  
Jennifer Ferdinands, YUSA  
Jerry Lee Miller, CUPE 4400  
Katie Jug  
Lavina Sadhwani, YUSA  
Lorraine Mar, YUSA  
Mary. S. Amalathas, YUSA  
Mauro Barillas, USW 1998  
Michelle Christian, USW 1998  
Michelle Johnson, YUSA  
Nadine Walters, CUPE 4400  
Neena Matta, CUPE 4400  
Riya P. Raaj, USW 1998  
Rochell Harry-Alexander, CUPE 4400

## LEVEL 3

Amanda Andrews, USW 1998  
Anneliese Pfaller, CUPE 4400  
Asho Mohamed  
Daniel Balthazar, CUPE 4400  
Desiree Thelma Smith, COPE 343  
Hamid Said, USW 1998  
Ileana Murray, USW 1998  
Jerry Lee Miller, CUPE 4400  
Leanne Shumka, AESES  
Linda Clark-Todd, CUPE 4400  
Linda Slater, YUSA  
Madelaine Dwyer, CUPE 2348  
Maurizio Sanita, CUPE 4400  
Monika Anna Ciolek, USW 1998  
Nadine Walters, CUPE 4400  
Nanci Vaughan, CUPE 4400  
Neena Matta, CUPE 4400  
Rochell Harry-Alexander, CUPE 4400  
Suzana Klasnja, CUPE 4400  
Zeripha Moses, YUSA

“

**The topics are so relevant to the struggles people face every day.**

At times I feel helpless in not being able to help, but this course has given me resources that empower me to help others. It recognizes each person's ability and doesn't judge who we are and how we cope with our limitations, while also pulling us into the discussions. I've learned what characteristics make a good leader. Thank you for making the class feel inclusive and welcoming. The program is such a valuable tool that I would recommend it to colleagues.

HA AU  
YORK UNIVERSITY STAFF ASSOCIATION

”

# Special Projects

2025 flew by in a flash! Despite the speed with which the year evaporated, Labour Community Services remained committed to its mission: to create a deep and lasting social solidarity between Labour and community to achieve a just and equitable society for all. LCS' stated mission was advanced through concerted alliances and committees, partnership retention and development, and collaborative research.

## **TORONTO & YORK REGION LABOUR COUNCIL'S EQUITY COMMITTEE**

To deepen equity and forge solidarity, political action, and develop diverse leadership, are the 2024 - 2026 strategic priorities of the Equity Committee.

As the liaison from LCS to the Equity Committee, Special Projects supported the planning and implementation of the 2025 Indigenous & Workers of Colour (IWOC) Conference, and fulfilled administrative tasks related to regular committee meetings and selection the 2025 recipients of the Bromley L. Armstrong Award.

The 2025 Indigenous & Workers of Colour (IWOC) Conference took place on May 7 and saw over 150 union and community activists taking part. The conference's theme, *A New Era for the Working Class in These Damn Historic Times*, encapsulated the Equity Committee's strategic priorities. The conference's four workshops highlighted:

- the need for robust public health care,
- shared information on how a group of tenants organized to take on corporate slumlords and what they learned, and
- offered mechanisms for dismantling anti-Black and anti-Indigenous racism, which emphasized the importance of understanding people's relationship with the land.

Feedback from the conference participants was overwhelmingly positive.

## **EYES ON THE PRIZE**

Eyes on the Prize made some strides in 2025, as attempts were made to expand the committee's reach. Identifying strategic priorities was a primary focus. To this end, a survey aimed at gathered information from a cross section of Black union activist was developed and distributed.

## **YORK REGION SOCIAL PROCUREMENT: A SOCIAL PLANNING COUNCIL OF YORK REGION AND YORK REGION FOOD NETWORK INITIATIVE**

LCS, represented by Special Projects, continued its participation at the York Region Social Procurement Stakeholders' Table. The fall 2024 - 2025 social procurement project issued its final report in December 2025. Learnings noted in the report were:

- Communities are over consulted and are not seeing any outcome or difference as a result of their engagement. This is happening across organizations and although well intentioned, we need to begin acting on learnings and moving forward policies and pilot programs.
- There needs to be more work done before we can have in-depth conversations about social procurement at the grassroots and community level. While there is interest in supporting "Buy Local"

campaigns, many community members are more interested in how they can find and keep meaningful employment.

- There is a need for capacity-building and awareness so community members understand the roles they can take in broader Community Wealth Building and social procurement

## **COLLABORATIVE RESEARCH: UNIONIZATION AND WORK IN AN ERA OF EXPANDING AUTOMATION AND ARTIFICIAL INTELLIGENCE**

It is undeniable that the rapidly changing nature of work is influenced by artificial intelligence (AI) and automation. AI, automation and Labour research with York University Professor, Asmita Bhutani, continued in 2025.

Engaging conversations took place with union leaders in Toronto and York Region, exploring the impact of, and response to, AI and automation in the workplace.

These conversations were followed by individual interviews with rank-and-file union members, led by Professor Bhutani in accordance with York University's ethics requirements.

In December 2025, Professor Bhutani was an invited panelist at the Society of United Professionals annual Empowerment! Conference, where she spoke about the possibility of the introduction of AI might reinforce inequities in the workplace.

## **LABOUR PROGRAMS**

United Way Centraide Canada Labour Programs & Services (LPS) upholds and strengthens the partnership agreement between local Labour councils, central Labour bodies and local United Ways across Canada. To build LPS's program capacity, LPS staff hold monthly meetings to exchange ideas, challenges and successes. This network is engaged in on-going national initiatives related to the community, including the Labour Community Advocate Training program, and United Way work, such as the "Period Promise" initiative.

# Communications

“Labour Community Services” reflects our mission, vision and values. As part of the Labour Movement, we serve workers, unions and the community. We aim to provide a safe space for collaboration, participation and engagement. The role of Communications is to further support LCS’ activities, connecting all the pieces together so that information is more transparent and accessible. The following are some of the activities Communications took part in coordinating and delivering.

## BE - QUARTERLY NEWSLETTER

Four issues of LCS’ quarterly e-newsletter, BE, was distributed in 2025. The goal of these newsletters is to act as a central hub of all the upcoming news, updates and opportunities LCS has each quarter. With an active average of about 300 engaged readers, our aim is to increase engagement by sharing more stories, while continuing to provide content that is easily accessible and interesting to our readers.

- SPRING ISSUE
- FALL ISSUE
- TRUTH AND RECONCILIATION WEEK
- WINTER ISSUE

## EVENTS

LCS hosted several online and in-person events to support the LCAT Program, equity work and United Way Greater Toronto fundraising campaign. Communications’ role has been to coordinate and prepare all the materials for the events, all while supporting the LCS team and participants. Each event has focused on ensuring that key messages are shared through discussions, and Q & A. periods.

- ANNUAL MEETING AND LCAT GRADUATION
- BLACK HISTORY MONTH
- BROMLEY L. AMRSTRONG AWARDS GALA
- LABOUR PRESIDENTS’ UNITED WAY CAMAPIGN KICKOFF BREAKFAST
- LABOUR COMMUNITY ADVOCATE NETWORKING EVENT

## LABOUR & UNITED WAY

In 2025, the United Way Greater Toronto Communications team and LCS’ Communications began working closely together to update both internal and external communications to strengthen messaging regarding the Labour & United Way partnership. This includes updated both content for UW staff within their intranet, customizing the UW Roadshow Presentation to incorporate labour language, UW website updates to ensure the Labour & United partnership is more visible, and more. A workplan has been developed and roll-out will begin in 2026 with regular touchpoints and updates between UW and LCS staff.

## LABOUR & UNITED WAY BULLETIN

To further support the Labour & United Way partnership, preliminary plans to develop a United Way & Labour bulletin took place. Further development of what the bulletin will be called will be taking place with an anticipated launch in the spring of 2026.

## **YES, IT MATTERS! ADDRESSING SYSTEMIC RACISM CAMPAIGN**

Communications along with Special Projects worked together to create the Yes, It Matters Profiles of Recognition each month to celebrate the diverse contributions of workers from different cultures within the Labour Movement. These profiles continue to be shared on social and in the quarterly e-newsletter BE. Unions are continuously encouraged to share their colleagues' highlights.

- [YES, IT MATTERS! PROFILES OF RECOGNITION](#)

## **REFUGEE NEXT DOOR CAMPAIGN**

Communications support the deliverables of the committee. In 2025, the Refugees in Canada: Facts and Myths presentation was update.

Since the first version of the Refugees in Canada Facts and Myths video was shared in 2021, the number of displaced people around the world according to the UNHCR, was at about 50 million. When the video had been updated and reshared in 2025, that number had turned to 123.2 million. The video continues to provide unions a tool to engage in this work as part of LCS' and the Toronto & York Region Labour Council's equity work.

- [REFUGEE NEXT DOOR FACTS AND MYTHS VIDEO UPDATED](#)

## **CANADIAN ASSOCIATION OF LABOUR MEDIA (CALM)**

Communications continues to engage and submit work to the Canadian Association of Labour Media to further share LCS' work with the greater Labour Movement. Congratulations to all of this year's winners.

# Finance and Administration

In supporting LCS' long-term sustainability and operational accountability on a timely basis, the Finance and Administration Coordinator has been executing policy, procedures, and planned activities, as well as maintaining and growing the financial stability of LCS. Details are as follows:

- **2025 LCS Operation and 2026 Budget:** Cashflow and budget review - reported twice a year to the LCS Board. Completed online auditing successfully after remote working in 2020.
- **Project Funding Administration:** Started in 2013, as Trustee for TCBN and TradeLinx, LCS monitored and processed project funding from more than 5 sources (alerts funding gaps to managers and LCS board once it occurs).
- **Reserved Fund and GIC Management:** Excluding the funds reserved for staff retirement benefits, term deposits has been arranged to cover operational shortfalls, which may occur in 2026.
- **Support Equity Committee of Toronto & York Region Labour Council:** The 21<sup>st</sup> Bromley Armstrong Awards Gala raised \$10,000+ cashflow for LCS staff development, training, and Labour Presidents' United Way Campaign Kickoff Breakfast.
- **LACT Program:** Invoicing, payments and collections twice a year, plus in the summer, and for special week-long training.
- **United Way Campaign Support:** Consolidated donations of \$11,200 from Labour Presidents' United Way Campaign Kickoff Breakfast that goes to United Way Greater Toronto.
- **Governing Liaison:** Complete online information updates with different authorities.
- **Employee Payroll and Benefits Administration:** Management of staff time and payroll updates, yearend T4s and T4As, staff benefit renew and individual issues.
- **Office related:** Office and Director & Officer (D&O) insurance renew, Cloud Office maintenance, QuickBook and payroll table upgrades, rental and landlord coordination, IT issues coordination and follow-up. Support workers through calls and emails regarding their workplace issues.

# Lifeline Foundation

As Lifeline entered its 51<sup>st</sup> year of service, there was once again, active usage of the program surpassing 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 often stated that their mental health and well-being was affected by the high cost of living. Most were concerned about the ever-increasing cost of food, shelter, and everyday necessities. As a result, the stress caused by these and other financial concerns led many members to seek assistance from debt management programs, housing programs, and a broad range of mental health services as a way of coping.

As coordinator, I am proud to say that the Lifeline Foundation continues to successfully help ease the symptoms of problems of personal impact experienced by those who connect with the program. However, as always, systemic 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.



# Anti-racism Campaigns

# Yes, It Matters! Addressing Systemic Racism and Refugee Next Door

The pendulum has swung! Public discourse and resources to support anti-racism work has quelled. Keeping anti-racism efforts a primary focus is more challenging now than it was five years ago. That being said, Labour Community Services remains steadfast in its commitment to prioritized anti-racism work through the Yes, It Matters! Addressing Systemic Racism and Refugee Next Door campaigns.

In mid-2025, after thoughtful reflection, the Yes, It Matters! and Refugee Next Door campaigns merged, allowing for a more streamlined coordination of resources between the two committees. The merged committees retained the name Yes, It Matters! Addressing Systemic Racism.

## YES, IT MATTERS CAMPAIGN RESOURCES

Click on the links below or visit [www.labourcommunityservices.ca/yesitmatters](http://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 the community. Click on the profiles below or visit the following link to learn more and share: [www.labourcommunityservices.ca/profilesofrecognition](http://www.labourcommunityservices.ca/profilesofrecognition).

# Refugee Next Door

In 2021, the Refugee Next Door 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 2025, the presentation was updated to reflect the growth in numbers.



## REFUGEE NEXT DOOR CAMPAIGN RESOURCES

Visit [www.labourcommunityservices.ca/rufugeenextdoor](http://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 \(2025\)](#)

# Bromley L. Armstrong Awards Gala



# THE BIGGEST NIGHT CELEBRATING HUMAN RIGHTS, INDIGNOUS RIGHTS, EQUITY AND INCLUSION

## CELEBRATING 20 YEARS

On June 20, Labour Community Services and Toronto & York Region Labour Council celebrated the 20<sup>th</sup> anniversary of the Bromley L. Armstrong Awards Gala at the Holiday Inn Toronto International Airport hotel. Established in 2005, the award started by recognizing individuals' work being done within the Labour Movement in the areas of human rights, equity, and inclusion. Throughout the years, the award has grown to also acknowledge unions and Indigenous rights activism.

## RECOGNIZING HUMAN RIGHTS, INDIGENOUS RIGHTS, EQUITY AND INCLUSION

It was an honour to be in a room full of activists who represented more than 30 unions, Labour organizations and community allies. Altogether, there were more than 350 guests in attendance. Alumni of the award presented to the new recipients as a symbol of sharing Bromley's torch. Award winners shared their inspiration for doing the work they did, which then also inspired the crowd - a reminder that we are not alone in this fight for justice for all. Congratulations and thank you to all the award nominees and recipients.

## CONTINUING BROMLEY'S LEGACY: EMBRACING THE FIGHT FOR POSITIVE CHANGE

Bromley Lloyd Armstrong was a Black trade unionist, organizer, and activist who led Ontario's early anti-discrimination campaigns, and whose efforts paved the way for Canada's first Human Rights laws. Ruth Lor Malloy, fellow activist who worked with Bromley on the Dresden, Ontario sit-ins, recapped her work with Bromley and shared her thoughts about the work that needs to continue. A moderated panel dove into what taking on Bromley's legacy meant for the Labour Movement today and touched upon accountability within the Movement and taking on non-performative actions. Thank you to Rosemarie Powell for moderating the discussion, and to our speakers John Cartwright - Past President of Toronto & York Region Labour Council, Jackie Taylor - VP of OFL, Tyler Downey - President of SEIU Healthcare, and Lily Chang - Secretary Treasurer of CLC.

## THANK YOU

- Equity Committee members Keith Menezes and Attasha Jordan for being the evening's MCs.
- To all the presenters and program participants.  
Ruth Lor Malloy
- Earl La Pierre Jr. for welcoming guests with his steel pan music.
- Elder Larry Frost, who opened and closed the gala with an Indigenous blessing.
- Red Sky for sharing a traditional Indigenous performance.
- Our friends from United Way Greater Toronto, Labour's charity of choice, helped select the 50/50 cash raffle winner.
- Holiday Inn Toronto International Airport hotel + AV team
- Felipe Noriega and team for photography and videography.
- DJ Invincible
- Photo Booth Express
- Toronto & York Region Labour Council Executive Board, Equity Committee and LCS staff.
- Welcome table volunteers for checking in all our guests.
- And to everyone who supported, attended, helped plan and worked behind and in front of the scenes.

What a labour of love - we couldn't have done it without you all!

# CONGRATULATIONS TO THE 2025 RECIPIENTS OF THE BROMLEY L. ARMSTRONG AWARD



(L-R: Merv King, Shyanna Medicine, Valerie Joseph, Sherry Desmond, Jennifer Viker, Rokhaya Gueye, Jan Simpson, Norman Dixon)

## **Norman Dixon**

INDIVIDUAL RECOGNITION AWARD

## **Rokhaya Gueye**

INDIVIDUAL RECOGNITION AWARD

## **Valerie Joseph**

INDIVIDUAL RECOGNITION AWARD

## **Merv King**

INDIVIDUAL RECOGNITION FOR INDIGENOUS RIGHTS ACTIVISM AWARD

## **Shyanna Medicine**

INDIVIDUAL RECOGNITION FOR INDIGENOUS RIGHTS ACTIVISM AWARD

## **CUPE 79**

SHERRY DESMOND AND JENNIFER VIKER ACCEPTING ON BEHALF OF CUPE 79  
UNION RECOGNITION FOR INDIGENOUS RIGHTS ACTIVISM AWARD

## **Jan Simpson**

SPECIAL RECOGNITION AWARD

# THANK YOU

*to our* 2025 SPONSORS

Proceeds of the Bromley Lloyd Armstrong Awards Gala go towards 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

## SILVER

CUPE 79

CUPE ONTARIO

ELEMENTARY TEACHERS' FEDERATION  
OF ONTARIO

IBEW 353

OPSEU REGION 5

THE SOCIETY OF UNITED PROFESSIONALS  
(IFPTE 160)

UA LOCAL 46

USW 1998

## BRONZE

AMAPCEO

ATU 113

CARPENTERS' UNION LOCAL 27

CUPE 2191

CUPE 4400

CUPW TORONTO LOCAL

SEIU HEALTHCARE

TORONTO & YORK REGION  
LABOUR COUNCIL

TORONTO COMMUNITY BENEFITS  
NETWORK

TORONTO ELEMENTARY  
CATHOLIC TEACHERS

TORONTO PUBLIC LIBRARY WORKERS  
UNION CUPE 4948

USW 8300

USW TORONTO AREA COUNCIL

YUSA

*and to* ALL OF YOU FOR YOUR SUPPORT!







# Partnerships



# Partnerships



**Toronto Community  
Benefits Network**

## **TORONTO COMMUNITY BENEFITS NETWORK (TCBN)**

In 2025, Labour Community Services fulfilled its fiduciary duties by managing funds for the Toronto Community Benefits Network and supporting its community benefits initiatives. LCS played a supporting role in some of TCBN's key campaigns, including efforts related to the Downsview Redevelopment, City of Toronto's Inclusive Economic Development Framework and FIFA Men's World Cup 2026.

In recognition of Black History Month, LCS and TCBN co-hosted the online forum, Neocolonialism Today: History Continued. The well-attended forum explored the continued effects of colonialism (racism, systemic inequity and social injustice). The event's panel discussion explored what can be done to challenge the status quo.

For more details on the transformative initiatives led by TCBN, visit their website at [www.communitybenefits.ca](http://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](http://www.laboureducation.org/tradelinx)



### **AFRO-CARIBBEAN BUSINESS NETWORK (ACBN)**

In June 2025, Labour Community Services entered into a formal agreement with the Afro-Caribbean Business Network to support its receipt of charitable funds directed at ACBN microloan program, which offers a 9-week Loan Readiness program.

ACBN's Loan Readiness program is a 9-week, hands-on journey designed to take participants from "not sure where to start" to fully loan-ready. Each week blends short expert-led lessons with action-focused implementation time, ensuring participants leave with tangible deliverables toward their funding package.

An illustration from a top-down perspective showing a diverse group of approximately 12 people holding hands in a circle. The individuals are depicted in various styles of clothing, including sweaters, jackets, and patterned shirts, representing a multicultural and inclusive team. The background is a soft, multi-colored gradient transitioning from pink and purple at the top to yellow and blue at the bottom. The text 'Our Team' is centered over the circle in a large, white, sans-serif font.

# Our Team

# Labour Community Services Team



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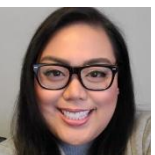
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# **2022/2026 Board of Directors**

**ABDI HAGI YUSUF**

President

Board of Directors, Labour Community Services

**ANDRIA BABBINGTON**

President

Toronto & York Region Labour Council

**HELEN KENNEDY**

Secretary

**JUDITH LOGAN JUNOP**

Treasurer

**JEHAD ALIWEIEI**

Director

**JOHN CARTWRIGHT**

Director

**KINGSLEY KWOK**

Director

**VINAY SHARMA**

Director

**Thank You**

# Acknowledgements

## LABOUR COMMUNITY SERVICES STAFF

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

## 2022/2026 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).



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