



2020 Annual Report

A Year in Review



Centre of Learning & Development

Strong Communities Together

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What's Inside

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Vision

Strong Communities Together

Mission

Building community, one person at a time

Strategic Priorities

- Support income generation through skills development
- Build strong and healthy communities through social networks/support
- Build geographic partnerships and share resources with other areas in need
- Address structural inequalities with emphasis on community engagement and development, equity, diversity, and human rights



A Message from Our Executive Director

Moving Forward in Challenging Times: 40 Years of Building Strong Communities Together

For over 40 years now, we have focused, with laser-like precision on offering programs and space so people can, together, enhance their knowledge, gain new skills, think, and plan.

Our programs and activities inspire. They introduce participants to cycles of learning that build social capital and critical perspectives on social conditions. They build their capacity to act on things that matter to them. That approach is rooted in the belief that, equipped with the right tools, people can take personal steps to address the challenges of isolation, poverty, and systemic discrimination.

Each year we see how more and more of our graduates continue to use education and community activism to form new relationships, expand their social networks, access services, find employment, and increase civic engagement.

The devastating effects of the coronavirus, particularly on the most vulnerable, demands more from our ingenuity and ability to focus on building community, one person at a time. The overriding sentiment for us continues to be that our work should both draw upon and strengthen people's skills and resources in the communities we serve.

Responding to the COVID-19 Pandemic:

From April 30 to May 27 of 2020, we facilitated a series of online consultations with 51 CL&D internal stakeholders, including management, staff, and program participants from across Neighborhood Improvement Areas. These consultations provided direct insights into the effects of the COVID-19 pandemic on their lives.

They also helped us to gather data on program participants' capacity to take part in online teaching and learning activities. Participants from our academic upgrading program, our social enterprises, and the Immigrant Women Integration Program (IWIP) all identified needs related to equipment, technology devices, Internet access, and tech training. Just as urgently, they needed encouragement and support to help them overcome barriers to adapting to this new situation.

For staff too, making the transition to virtual program delivery required tech-related equipment, proper furniture, microphones, and high-speed Internet. There was a need for training in the creation and delivery of engaging online learning content. This meant, for example, adapting learning materials, gamification, and developing meaningful assessment tools. Staff also spoke of the need for more time and energy to stay healthy and practise self-care while supporting participants' increased learning and emotional needs.

We continue to respond to the organizational challenges and opportunities created by the COVID-19 pandemic. Our rebuilding efforts seek to address three questions that may resonate with the sector as a whole:

- 1) How can we keep cultivating our sense of community and civic engagement virtually?
- 2) How do we reach out to vulnerable populations across the digital divide?
- 3) How can we leverage our experience and our networks to rethink and recreate an evaluation framework that includes global indicators, tools, and methods to measure (1) and (2) above?

As we transition our programs to a mix of in-person, online and blended formats, CL&D will require more technological and human resources to fully realize our strategy. These investments are also necessary to address equity issues. We have to reduce the new barriers to participation that are a product of blended and online programs.

We have just closed a year of celebrating our 40th anniversary. As we look forward to the next 40 years, I would like to take a moment to thank all the past and present program participants, supporters, community members, partners, board members, and staff for their outstanding work throughout these past 4 decades. We could not have done it without you! As we brace for what are expected to be very challenging months and years ahead, I hope you can continue to support us in any way you can! Please check the "Get Involved" section in the bottom of the report to see how you can help us.

Once again, thank you for continuing to build Strong Communities Together.

– Alfred Jean-Baptiste, Executive Director



A Word from Our Board Chair

It has been an interesting year for the Centre of Learning & Development as well as for us as individuals and as a community. Individually and collectively, we have been working our way through issues of public health, systemic racism, social injustice, income inequality, and economic insecurity.

Our mission of building community, one person at a time is more critical than ever. We know that the enduring systemic challenges to our community can be addressed. We know that there are meaningful, sustainable solutions. When people are inspired and empowered through learning initiatives and collaboration, then more grassroots leaders and residents will be working to address poverty, structural inequalities, systemic barriers, and the compounding impacts of COVID.

Our valuable programs including Academic Upgrading, skills training, leadership development and Immigrant Women Integration Program (IWIP) as well as our successful social enterprises (Regent Park Catering Collective, Regent Park Sewing Studio) deliver on that promise.

Despite restrictions on meeting in person, our staff and volunteers have continued to deliver these programs. We have also held virtual events that have met with strong engagement and inspired action from our communities. These events included our Community-Based Action Research Panel, A Day Of Action To Prevent Gun Violence, Know Your Legal Rights, the Global Citizen webinar series, and workshops on topics such as overdose prevention.

It's been a year of tough decisions. The toughest decision was to shift our focus for the Centre of Opportunities for Regent Park Enterprises (theCORE). While we remain committed to the vision of creating a social incubation hub that will drive community enterprise development, the

new realities we face due to COVID made it clear that it was no longer a financially sound decision to continue towards the construction of our own physical space.

We will explore new ways to engage organizations and community members to identify opportunities to grow our social enterprises and introduce other initiatives and solutions within our communities. Our Virtual Social Change Hub is a promising model. Initially intended to deliver IWIP virtually, the investment made into the technology for our virtual hubs allowed CL&D to quickly pivot and deliver most of our programs virtually. It also makes our programs accessible to participants who reside in a broader geographic area or who otherwise would not be able to participate in our programs. We look forward to forging new partnerships, introducing new programs and enhancing programs through this promising platform.

As we navigate through the future, the CL&D Board will act as responsible stewards to ensure the sustainability of the organization. We will seek ways to continue to engage with our program participants and communities and to increase ownership within our programs. We will continue to have open, transparent and courageous communication removing systemic barriers and improving access, representation and belonging.

I would like to thank staff, volunteers, and program participants for their hard work and dedication during this extraordinary year. Together with our community partners, donors and friends, you have been the driving force in helping the Centre of Learning & Development build capacity for a healthier today and a stronger tomorrow.

– Kathleen Jinkerson, Board Chair

Virtual Social Change Hubs

Shortly before the lockdown, we launched an online learning platform, “Virtual Social Change Hubs (VSCH).” The initial intent was to increase access to our Immigrant Women Integration Program (IWIP) for women across the Neighbourhood Improvement Areas (NIA) in Toronto.

As a result of COVID-19, we deployed the VSCH platform early. We piloted classes for our Academic Upgrading program, the IWIP program, and a social enterprise small business course. We are continuing to develop the platform and pursuing all opportunities to enable us to:

- Minimize the impact of future pandemics on our ability to deliver programs; and
- Lay the foundation for useful 21st-century skills among our staff and program participants.

By carefully rebuilding all our programs and offering a mix of in-person and virtual delivery, we will train our program participants to become digital citizens. They will be more comfortable working with technology. An important piece will be helping them to build their understanding of areas of potential concern, such as privacy and information security.

As we transition our programs to a mix of in-person, online and blended formats, the Centre will also rethink and innovate a different evaluation framework, including indicators, tools, and methods.

The development of the Virtual Social Change Hub has also allowed us to establish new partnerships with agencies delivering essentials services, such as Distress Centres of Greater Toronto (DCGT). During the first weeks of the lockdown, DCGT used our platform to train their frontline volunteers.

We plan to continue to share this resource with other organizations and help build their capacity to deliver online versions of their own learning and job training programs.





"As the pandemic hit, we were no longer able to train new helpline volunteers who were needed more than ever to respond to more, and more urgent, calls. CL&D provided the expertise, guidance and support for DCGT to quickly move from an in-person to a virtual training model using the Virtual Social Change Hub.

We found the platform to be user-friendly for both facilitators and students and appreciated the variety of tools that were available for customization based on an individual course's needs. Course content can be structured in various ways to optimize individual and group learning. As well, the option to facilitate live sessions within the platform works well with our training needs.

The platform has helped us 'professionalize' our approach to training, has greatly increased staff efficiency in working with students, and is an effective communication portal for before, during, and after course facilitation. Students appreciate the ability to access materials, surveys, and quizzes all through the same platform.

CL&D was incredibly responsive, professional, and consistently supportive in helping and guiding us to utilize the Virtual Social Change Hub to ensure uninterrupted training of essential workers in this most challenging time."

**– Robert Ridge, Executive Director,
Distress Centres of Greater Toronto**



The Centre of Opportunities for Regent Park Enterprises

The Centre of Opportunities for Regent Park Enterprises (theCORE), formerly known as the Regent Park Collective, is a family of social enterprises that engage a diverse population from the Regent Park, Moss Park, and St. James Town neighbourhoods in cooking, sewing, creating, and learning together to foster personal, social, and community economic development.

Starting in 2014 with the Regent Park Catering Collective (RPCC) and joined later by its social enterprise, the Regent Park Sewing Studio (RPSS) in 2016, the CORE has since trained 400 people.

The goals of the program are to:

1. Support people to develop practical skills in food and hospitality, garment design and manufacturing and other industries—skills to enable them to find meaningful work.
2. Provide education and training programs in both virtual and physical distancing settings, creating a path to further higher education and/or secure employment opportunities.
3. Facilitate a collaborative platform for newcomer women and youth entrepreneurs to start or launch their own business.

Examples of trainings delivered:

- Small business training for entrepreneurs
- Peer nutrition—healthy meals and benefits of juicing
- Knife skills and large cooking equipment operation
- COVID safety and compliance in the kitchen
- Large quantity cooking via community buffet, catering and community events
- Sewing skills, repair clinics and workshops
- Academic upgrading



IMPACT BY THE NUMBERS

85

People trained in the last 12 months
(35-50% lower due to COVID-19)

35

Members part of the collective of
caterers and seamstresses

95%

Sales revenue that goes to the CORE
members

55%

Trainees who find work with RPCC,
RPSS, or other employers

4%

Trainees who open their own
business

25%

Trainees who pursue further
education or training

Response to the COVID-19 Pandemic:

Early in the pandemic, the Sewing Studio redesigned its sewing operations to meet the demand for homemade, reusable face masks. As a result, over 6,000 units have been sewn so far. Roughly 1,500 of those having been donated to vulnerable people, such as the seniors living in Regent Park's community housing.

"The face masks project gave our sewing studio members a sense of purpose and focus during a very tough time, a time when most people were worried about their health and their family's wellbeing. In addition to that, it also gave them additional income in a time of financial insecurity (...)."

– Sureya Ibrahim Supervisor of Community Connections at CL&D

During the summer, the Regent Park Catering Collective (RPCC) launched its initiative to cook, deliver, and feed meals to vulnerable seniors and other at-risk individuals in Regent Park. This program has no cost to the recipients and was made possible through an Emergency Community Support Fund. The funding from the Government of Canada was facilitated by United Way of Greater Toronto.

Five days a week, meals are being delivered to 50 people. The handling and delivery are being led by youth from Regent Park. To acknowledge their service and commitment to the community, the youth are being paid an honorarium.

Lifelong Learning

What is Academic Upgrading?

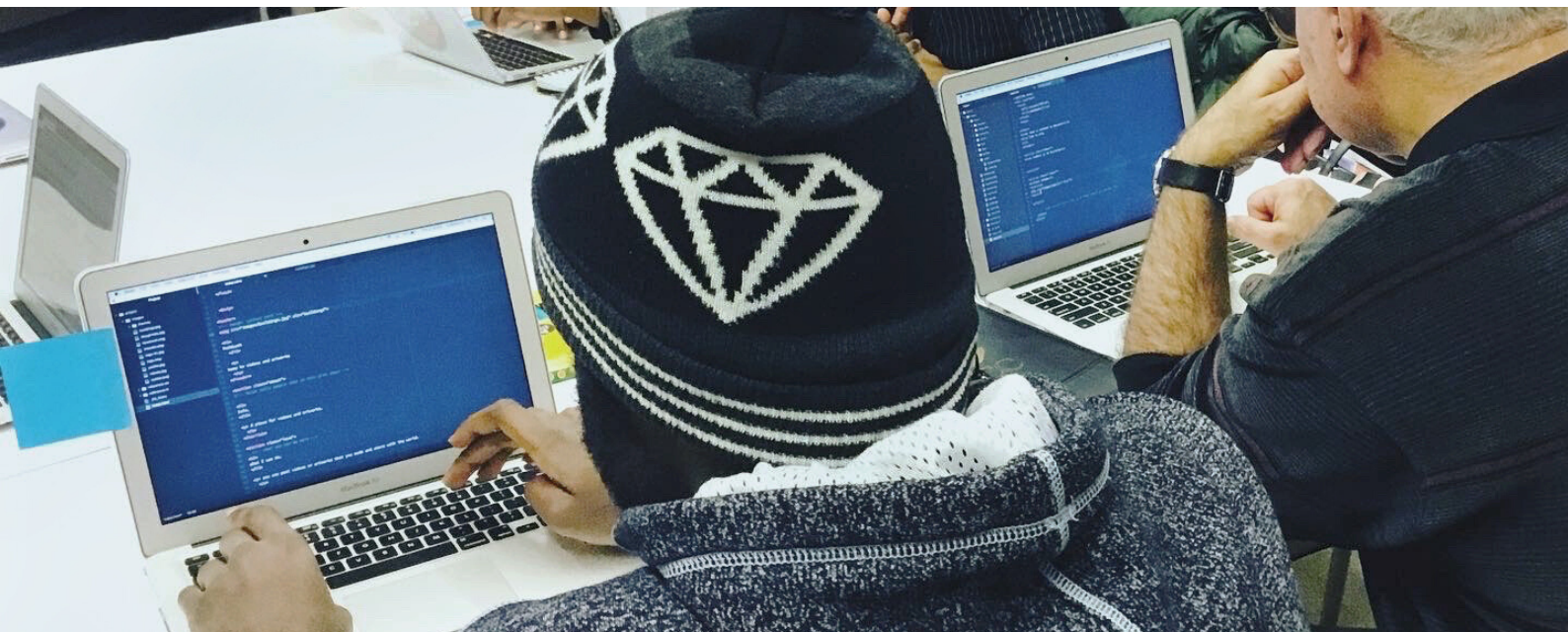
Academic Upgrading is an Adult Literacy & Basic Skills Program funded by The Ministry of Labour, Training and Skills Development. It is designed to improve a learner's competency levels in reading, writing, numeracy, communications, and digital technology. Learners engage in a mix of live instruction, independent learning, group work, webinar sessions, and one-to-one academic mentorship. This delivery model ensures learners will be prepared to pursue one of five goal paths: post-secondary, secondary-school credit, apprenticeship, employment, or independence.

In an effort to cultivate social justice and civic engagement across all our programs, Academic Upgrading offers learners the opportunity to engage with members of the general public and other CL&D program participants in two Social Change initiatives and one Art + Wellness program throughout the academic year.

The Global Citizen Social Justice Webinar Series gives learners a deeper understanding of their roles and responsibilities as agents of social change. It involves the unlearning and relearning critical knowledge, radical empathy, and intentional action within an anti-oppression framework.

The Motivational Learning Series introduces learners to local, national, and international change-makers through live and virtual interviews. Guests share their life journey and social action initiatives, in the hopes of inspiring learners to explore their own potential.

Freedom Movement encourages learners to engage in social integration through movement while at the same time increasing health and wellness of body, mind, heart, and spirit. No previous dance experience is required.



42

Learners served

7

Volunteers

71%

Participants on employment path

5%

Participants on post-secondary path

IMPACT BY THE NUMBERS



"Since I started the AU program, they have helped me immensely to improve my reading, writing, math, and computer skills.

Especially in my communication skills, they helped me to improve my public speaking, which was a great challenge beforehand. And now I am confident in those skills in my advocacy roles with Mothers of Peace.

Motivational Learning helped me incredibly to deal with my personal challenges and set personal goals, which was a blessing.

Finally, the digital tech class was an amazing learning experience for me. Before it, I had zero computer skills. Now I can confidently take daily challenges that come in my way, with Technology, English, and Math.

And I owe it all to the AU program."

– Hajia Abubakar, Program Participant



Immigrant Women Integration Program

What is IWIP?

Launched in 2002, IWIP is a classroom-based, full-time training program for newcomer women living in some of the most vulnerable communities in the GTA. The program seeks to strengthen the capacity of newcomer women from diverse backgrounds to be community leaders by promoting engagement, fostering a sense of belonging, facilitating access to programs and services, and contributing to building community.

How has the Program Adapted to COVID-19?

The Immigrant Women Integration Program has been preparing for distance learning for more than five years through the Virtual Social Change Hub. By September 2019, CL&D had put together a team of like-minded innovators to design the appropriate system and curriculum for the Hub.

Once COVID-19 restricted in-person programming, most of CL&D's other programs pivoted to our virtual platform. The team readily supported participants in conducting needs assessments to provide services under the new normal. CL&D provided mental health supports, technical supports, computers, and referrals to other services to meet participant needs.

The Virtual Social Change Hub has enabled IWIP to double the number of participants for the coming year. IWIP will continue to expand to other Neighbourhood Improvement Areas and Inner Suburbs around and beyond Toronto.

"I joined the Immigrant Women Integration Program (IWIP) shortly after I moved to Canada in 2019. IWIP gave me exposure to a wide range of topics including different communities in Canada, non-profit Organizations, conflict resolution skills, Community-Based Participatory Action Research (CBPAR), facilitation skills and many more.

By doing community-based participatory action research, I got awareness about social issues. This helped me get a sense of belonging to the community, especially as a newcomer. Moreover, I get a sense of integration in Canadian society and I get more confident when I see as a part of a community, I can have a positive effect. I believe my interpersonal skills improved by participating in IWIP.

IWIP made me more eager to get one of the certifications in project management and pursue a career in project management within the community development sector. I believe that project managers play an important role in supporting Toronto communities thrive."

– Elham, IWIP Trainee



Highlights of the 2019-2020 IWIP Cohort:

- 8 trainees successfully completed 31 courses on community leadership for change, social inclusion, community-based participatory action research, community-engaged facilitation, career preparation, and media communication.
- All trainees conducted a 3-month community based participatory action research project and presented their findings to the UNESCO Chair for Community-Based and Global Knowledge for Change Consortium on the following topics:
 - Affordability and availability of childcare for newcomer families in Toronto;
 - Barriers to accessing post-secondary education faced by newcomer women in Toronto;
 - The link between income and gender-based violence among immigrant women in Toronto; and
 - Challenges of intercultural integration for newcomer youth in Toronto.

Impact Numbers:

- 80% of trainees were offered employment opportunities by Resolve Support Service, CL&D, Family Service Toronto, FCJ Refugee Centre, and the Knowledge Equity Lab.
- 40% of trainees enrolled in further education and trainings such as Project Management at the Project Management Institute, Settlement Information and Referral at the Ontario Institute for Studies in Education at University of Toronto, and Developmental Services Worker at Humber College.
- 100% of trainees expressed an increased sense of self-awareness and self-confidence due to their participation in the program.
- 94% increased their capacity to inspire others thanks to the IWIP.
- 98% expressed increased confidence in taking on leadership roles in their community.
- 88% acknowledged that their personal and professional network has expanded by being part of the program.
- 82% of participants strongly agree that they are prepared for the Canadian job market.



Tkaronto Knowledge for Change

Following conversations about the importance of community expertise in driving research, K4C Tkaronto* was co-founded by CL&D, the Centre for Critical Development Studies at U of T Scarborough Campus, the Ontario Institute for Studies in Education, and the Ontario Council for International Cooperation.

The goal of this collaboration is to enable transformative change by providing learning opportunities about community-based education and research. These opportunities are for students, educators, academics, community development practitioners, and residents in our city, province, and beyond.

The Knowledge for Change (K4C) Consortium is a Global initiative of the UNESCO Chair in Community-Based Research and Social Responsibility in Higher Education. Training hubs have been created worldwide under the K4C Consortium. The Tkaronto K4C is one of two hubs in Canada. The other is in Victoria, BC.

*The word Toronto originates from the Mohawk word Tkaronto.

The K4C Projects:

Teaching Community Based Participatory Research (CBPAR) is a fundamental piece of CL&D's IWIP program. In addition, we have developed other projects to advance the goals of K4C:

The Knowledge Equity Lab is an inclusive, trans-disciplinary space that seeks to challenge multiple forms of exclusion within the highly unequal structure of knowledge production and exchange. It aims to be an experimental space which enables the cultivation, exploration and celebration of different ways of knowing.

The Community Based Participatory Action Research (CBPAR) Virtual Institute aims to support the capacity-building of civil society organizations and community members. The first edition took place this past June with over 50 participants from all over the world.

Over the course of four weekly 90-minute online sessions, participants were introduced to CBPAR principles and phases. They learned how to use CBPAR observation and arts-based methods through readings, resources, reflection, and experiential learning.

Community Connections & Capacity Building

One of our mandates as a community agency is to give people and grassroots groups the tools and resources they need to fulfill their roles as community champions. We call this initiative "Community Connections."

Through our Community Connections program, we work with and support grassroots groups with a variety of missions, such as youth civic empowerment, community engagement, and anti-racism advocacy. The supports we provide take many forms, from trusteeships, to sharing of facilities, to advice on fundraising and governance. The offer of these supports helps resident-led groups to increase their impact and mobilize their community to take action on issues they face.

Some of the groups we supported over the past year:

- Youth Gravity
- Regent Park Mothers of Peace
- Regent Park Social Development Plan Working Groups
- Regent Park Neighbourhood Association



This year, we would like to highlight the Regent Park Mothers of Peace (MoP). This grassroots group was born two years ago and has had continuous support from CL&D. MoP's initial goal was to serve as a support network for the women of the community that have suffered trauma from gun violence, racism, and discrimination. However, since its inception, the group has become much more than just a support network.

This diverse group of women has been taking a leadership role in advocating action against gun violence, anti-Black racism, and racism towards people of colour. From workshops to rallies, vigils and professionally-led healing circles, there is little that the MoP hasn't done in the past two years. And trust us, they are just getting started.

"Mothers of Peace is a multi-faith and multi-cultural group. It exists to be a space for mothers to cry, to share what we are going through, to help us deal with anxieties and concerns, for many, to grieve and heal from losses and trauma. It makes such a difference to us and other residents. It allows us to see that they are not crazy for feeling, thinking, and acting in a certain way. That many other people are going through something similar. Being part of this group gives us confidence.

It's also a place for action, we work to find solutions for the issues that affect our community. We work hard to give residents the information they need and support in any way we can."

– Ines Garcia, Co-Chair & Member, Mothers of Peace



The Community Connections program also provides a range of drop-in activities that foster mental and physical well-being for residents. Unfortunately, given the in-person nature of these activities, we have not been able to resume many of them.

Here are some of the activities from the past year:

- Yoga
- Tai-chi
- Sewing classes (classes have resumed since August 2020)
- First-aid training and CPR
- Overdose prevention workshops



Clear Language and Design

Clear Language and Design is one of our Centre's social enterprises with an advocacy focus. It is an editing and training service for people who need to communicate more clearly.

We live in a world full of information we need to read and use. That can be hard for people who are learning English or doing academic upgrading. But no matter how good our reading skills are, we all know what it feels like to be baffled by legalese, medical terminology, business, financial, and academic jargon, incomprehensible instructions—the list goes on.

Clear Language and Design (CLAD) teaches people to write for those who need to understand and act on the message.

In the past year, CLAD has worked with 20 clients on 37 projects. Our clients included:

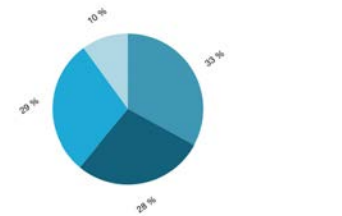
- Regulatory colleges that set the standards of care for health professionals like nurses, occupational and physical therapists, and practitioners of traditional Chinese medicine;
- Tribunals that make important decisions about people's refugee status, employment insurance, pensions, and old age security;
- Agencies that work to protect public health like Health Canada, the Sioux Lookout First Nations Health Authority, and the Canadian Mental Health Association; and
- Organizations that influence important public policy decisions like Open Policy Ontario and the Centre for Refugee Studies at York University.

Statement of Operations

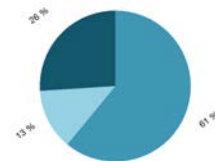
Income	2020	2019
Government	311,689	341,752
Foundations	351,732	236,533
Donations	108,883	127,886
Productive Enterprises and other	302,169	238,975
TOTAL	1,074,473	945,146

Expenses	2020	2019
Salaries & Benefits	264,304	214,801
Program Expenses	610,762	490,152
Admin & Overhead	129,956	122,896
TOTAL	1,005,022	827,849
Transfer to Contingency Fund	-	80,000
Excess of Revenue over Expenditure	69,451	37,297

Income



Expenses



Board of Directors

Kathleen Jinkerson, Chair
 Selwyn Pieters, Vice-Chair
 Anil Mathur, Treasurer
 Isabelle Lian, Communications Officer
 Liz Trotter, Director-at-large
 Suzanne EL-Makkawy, Director-at-large
 Maryska Bushnell, Director-at-large
 Sepideh Najmzadeh, Director-at-large
 Maseeda Majeed, Director-at-large
 Nita Chhinzer, Director-at-large

Get Involved

Volunteer

Our community is growing, and you are welcome to join it! Connecting virtually has given us the opportunity to recreate our links to each other. We are creating new ways for involvement here at CL&D. From mentors for our immigrant women leadership program, to coaches for our social enterprise members, all the way to the Board, there are many roles you can play as a volunteer at CL&D. One thing is guaranteed, you will be making an impact!

Reach out to Mary Campbell, our new Volunteer Engagement Specialist, at mary.campbell@tcclld.org to find out how you can be involved and check out our website for more information.

"Community Builders" Monthly Giving Program

Community Builders is a group of selfless individuals like you who decided to make an ongoing commitment to support programs and services that advance our vision of "Strong Communities Together." Through your monthly donations, you are helping some of the most vulnerable members of our city access the tools, education, and resources to transform their lives.

General Support

Over the last months, with a lot of hard work and creativity, and thanks to an extraordinary group of funders and donors, we have been able to maintain and, in many cases, expand our programs and services.

With your help, CL&D has maintained moderate stability over the past year compared with many other charitable organizations. But we are bracing for the growing consequences of one of the worst economic downturns ever registered: unprecedented levels of unemployment and income vulnerability, food insecurity, and declining mental health.

As we respond to these growing needs, we invite you to support us.





"We live in lower Cabbagetown, just around the corner from the Centre of Learning and Development, but knew little about it until we signed up for free Spanish classes led by the dynamic Maria Arteaga and supported by Karen Villanueva.

Through our visits to the Centre, we came to meet its enthusiastic, dedicated, diverse staff, and to learn about the many programs which benefit the local community. Since then, we've used Center programs such as the Catering Collective to supply delicious food for our own events, and the Sewing Studio for masks during the pandemic.

We've also volunteered as tutors in the Academic Upgrading program. The tutoring program allowed for direct one-on-one contact with a new immigrant, and through this experience, we came to understand their challenges and the importance of the Centre in establishing their new lives in Canada.

We have been very pleased to financially support the Centre, and look forward to continuing our investment in the community's future."

– Mark & Charles, CL&D Supporters

Partners & Friends

Support received in the period of November 1st, 2019 to October 31st, 2020

Sustaining (\$50,000+)

Ontario Trillium Foundation, TD Bank, Employment Ontario, City of Toronto, United Way Greater Toronto

Catalyst (\$10,000-\$49,999)

Alterna Savings, Toronto Foundation, Fidelity Investments, Metcalf Foundation, Royal Bank of Canada & RBC Capital Markets

Changemaker (\$5,000-\$9,999)

The Spiess Family Foundation, Darren Farwell, CIBC Miracle Day, Elizabeth Trotter, Mark Tan, Scotiabank

Connector (\$1,000-\$4,999)

Maryska Bushnell, Macfeeters Family Fund, Isabelle Lian, Bill Morneau & Nancy McCain Foundation, Tattersall Family & Heath Bridge Capital Management Ltd, Craig & Judy Jarvis, Mitchell Cohen, Rom-Grant Waterfront Ltd

Advocate (Under \$1000)

Powell & Bonnell Company, Kenneth Corts & Anna-Marie Castrodale, Charles Hayter, Ann Kirkland, John Terry & Lisa Rochon, Christine Hughes, Michael Mountford, Suzy Wilcox, Anil Mathur, Lynly & Trevor Baillie, Selwyn Pieters, Jessica Chaikowsky, Aftab Khurram, 95degree, Uttam Bajwa, Sepideh Najmzadeh, Liselotte Jongedijk, Ann Kirkland, Mary Campbell, Trish & Nick Del Sorbo, Horses Atelier, Cheryl Giraudy, Fred Silk, John Terry & Lisa Rochon, Andre Tremblay, Jennifer Nussey, Alice Ye, Kenneth Corts & Anna-Marie Castrodale, Christine Hughes, Charles Hayter, Michael Mountford, Suzy Wilcox, Anil Mathur, Lynly & Trevor Baillie, Selwyn Pieters, Caitlin Smith, Jeff & Jackie Smith, Carol Baxter, Lise Buisson, Susan Ellis, Jessica Chaikowsky, Samantha Sarafinchan, Deanna Shinde, Aftab Khurram, Alice Ye, John Hogarth, Trudy Rink, Allan McGlade, Gunild Spiess, Dana Porter, Rob Norquay, Nicolette Linton, Andrew Szonyi, Christine Hepburn, Chad Saliba, Victor & Joyce Enns, Veronica Zufelt, Yves & Barbara Larrue, Stephanie & Doug Clark, John Alves, Hydro One employees, Kirsty Robertson, Sepideh Najmzadeh, Mary Ann Janice Kalalang, Louise Koepfler, Catharine Grossi, Nipuni Dhanawardana, Carlos Rodrigues, Shahrzad Sadeghi, Sally McBeth, Jaymie Sampa, Gloria Alves, James Swafford, Dwaine Taylor, Steve Dicks, Robert Durocher, Muneeb Nasir, Emma Beattie, Amanda Kjersem, Shauna Brail, Mridula Joyner

Community Builders (Monthly Giving Program)

Andrew Sutherland, Isabelle Kim, Kathleen Jinkerson, Erika Steffer, Karen Diver, Michael Dewson, Siobhan Harrop-Scott

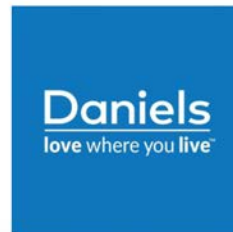
**Sustaining
Funder**



United Way
Greater Toronto



**Corporate
Partners**



**Foundation
Partners**



**METCALF
FOUNDATION**

**Associate
Partners**



Education
Partners



Community
Partners

