



The Maytree Foundation

ANNUAL REPORT



2004

The Maytree Foundation Vision

The Maytree Foundation is a Canadian charitable foundation established in 1982. Maytree believes that three fundamental issues threaten political and social stability:

- wealth disparities between and within nations;
- mass migration of people because of war, oppression and environmental disasters; and
- degradation of the environment.

We view society's toleration of poverty as a fundamental threat to stability in Canada and the rest of the world. Systemic poverty is an unjustifiable burden to millions of people, which results in paralyzing costs to society. It perpetuates a vicious cycle by limiting opportunity and repressing the human spirit. The correlation between poverty and most serious social problems is a stunning indictment of society's continuing toleration of poverty.

Maytree believes that poverty can be reduced through initiatives that create opportunities for people to break the poverty cycle. We also believe that progressive social policies play a significant role in alleviating poverty and supporting the common good.

The Maytree Foundation looks for ways to maximize the impact of its work. It focuses on empowering individuals, funding innovative ideas, supporting effective leaders and finding ways to achieve change and enhance the public good.

These principles guide our work:

- A strong Canada should be served by responsive and dynamic institutions and governments that act as equalizers of social inequality;
- Communities have the potential to resolve their own problems;
- Leadership is essential in effecting social change; and
- A diversity of people, approaches, perspectives and experiences is essential to the strengthening of our society.

Maytree pursues a variety of approaches to achieve its mission. We actively seek out new ways of addressing old problems and we are solution-oriented in a manner that is practical and tangible. Where necessary and strategic, we exercise leadership and/or seek out strategic collaborations. We invest in innovation, carefully weighing risk against potential benefit. In all of its work, Maytree keeps its eyes on the needs of the community.

Maytree has organized its approach to reducing poverty in three different streams. We invest in:

- the development of progressive social policy;
- leaders who have the capacity to make social change and advance the common good; and
- accelerating the settlement of immigrants and refugees in large urban centres.



The Maytree Foundation

170 Bloor Street West, Suite 804
Toronto, Ontario, Canada
M5S 1T9
t: 416.944.2627
f: 416.944.8915
e: info@maytree.com

www.maytree.com

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A Message from the Chairman



On December 26, 2004, a massive tidal wave devastated communities around the Indian Ocean. Lives, families, and communities were sorely disrupted. The plight of the region, and the many human stories that emerged from it, moved the world. Governments reacted quickly to send money, expert assistance, and aid of many sorts. And individuals around the world responded by reaching in their own pockets and donating millions of dollars to the relief effort. The outpouring of generosity was inspiring.

It is interesting to think about what is at the root of that generosity, which often comes out most admirably at times of great need, or after great disasters. We even see it at moments when people share common misfortunes, even something as trivial as being stranded by a big snowstorm. There is a wonderful instinct in many people to reach out and help those in need, and often all we require is that someone point out that need to us.

When the tsunami hit the Indian Ocean region, the world knew almost at once. And the media kept our attention on it for weeks afterward which was in good part why the donations kept coming.

But many people worried about what would happen when the attention of the media went elsewhere, as it always does. Once the daily pictures stopped being broadcast, once the tragic stories ended, would the donations dry up and would the pledges prove hard to collect? History suggests that they would. Skeptics note that HIV/AIDS kills as many around the world in two weeks as died in the tsunami, but that disease remains hard for fundraising. And they note that such once-popular causes as famine, Darfur, and Rwandan reconstruction have fallen off the radar screen of most donors.

At Maytree, we spent some time last year looking at what we do, engaging an external reviewer to help us. We have been operating as a foundation for over 20 years, and thought it was a good time for an assessment. At the base of the review was the question, does Maytree's work make an important, positive difference in the world?

Part of that question has to do with what makes a foundation different from simply being a donor, such as the

people who have responded so admirably to the tsunami relief. And we think we have two answers to that question.

The first is that a foundation can engage in *sustained consideration* of important issues and problems. We can focus over a long period of time, and work diligently to create a better situation than we found. In effect, we don't need to have someone else nudging us to stay at the job. It takes a long time to bring about improvements in the difficult problems, and foundations can stick with it. It is that *sustained consideration* that is both the privilege and duty of foundations.

The second is that we can become organizations based on *knowledge*. By sticking with it, we learn a lot. What begins as data, then becomes information, we can make into knowledge that informs our future work, and can inform the work of our colleagues. We will be focusing in the coming year on being better at how knowledge infuses our work. We want to be able to be more helpful to our grantees, partners, and colleagues in a way that brings more to the table than just our funding. And we want to be able to use that knowledge to improve the quality of the ideas that we put to work in combating poverty and promoting social justice.

But it is the sustained consideration of issues and problems that will drive Maytree forward. We have been focused for over twenty years on issues of poverty and social justice, and will remain dedicated to them. We will always look for better ideas and more effective means, but we remain devoted to the work we began over two decades ago.

ALAN BROADBENT, CHAIRMAN

A Message from the Executive Director

In October 2004 I participated in a panel discussion on Transformational Philanthropy, which allowed me to reflect on how philanthropy can best create change in society. The recipe for success sounds simple: start with the needs of people and community, take the time and effort to understand these in great depth and then make a deliberate connection with the levers of public policy.

This is complex work. Success is hard to come by. Efforts and energy can be difficult to sustain over the long term. One of the most valuable lessons we have learned at Maytree is to be consistent and steady in our efforts, to take necessary risks and to support old champions while discovering new ones.

During 2004 we strove for a balance between supporting tried-and-true leaders, ideas and approaches while seeking out innovative and fresh ideas.

We believe that Canada is enriched through the efforts of leaders like Ken Battle and Sherri Torjman for their work in creating alternative policy options; like Paul Born for his work in creating vibrant communities that invest in reducing poverty; and like Naomi Alboim and Harry Kits for their work with immigrants and refugees. We also remain committed to supporting immigrants, refugees and the organizations that support them.

While our existing partners and projects have our steadfast support, we are very excited by the maturing of new approaches and the launching of new ideas in 2004.

Created by the Toronto City Summit Alliance and Maytree, the Toronto Region Immigrant Employment Council (TRIEC) grew from a good idea to a thriving movement for citizen engagement and action. Through TRIEC, interested, skilled immigrants gain access to internships that lead to real jobs. Based on their experience with TRIEC, employers have been inspired to discuss how to hire and retain skilled immigrants, and colleges and universities are developing new training programs that do not replicate degrees and diplomas.

We diversified our commitment to enhancing leadership and management capacity by providing a greater range of learning opportunities. For those who wanted intensive management and leadership training, Leaders for Change and

York University provided a sustained and incremental approach. For those who had less time but a great deal of curiosity, the monthly speakers' series Five Good Ideas provided a reasonable alternative. For organizations with specific needs for external expertise, Maytree Management Mentors provided a new way to access strategic guidance and advice.

We have also started to implement new ideas whose time has come. abcGTA will develop a directory of qualified and interested visible minorities and immigrants willing to serve in agencies, boards and commissions in the Greater Toronto Area (GTA). Diaspora Dialogues will foster an examination of Toronto as 'place' through the eyes of established and emerging immigrant writers.

2004 was also a time for reflection at Maytree. We asked ourselves important questions about what we were doing well and in what areas we could improve. In our search for answers, we reached out to interested individuals and institutions and to the wider community.

A few clear messages came back to us – some expected, some not. We were told to stay the course and be focused; to be entrepreneurial and risk-taking; and to remain committed to the big picture. We were also told to communicate better and to be more deliberately a distributor of knowledge as well as of resources. Overall, the message has been that by investing in good people with good ideas and good plans, Maytree has a recipe for successful change-making.

Last year was challenging and insightful. I know the coming year will provide the Maytree community with even greater opportunities. I am reminded that whatever successes we can claim for ourselves rest to a huge degree on the excellent work of the Maytree staff. I thank all of them sincerely.

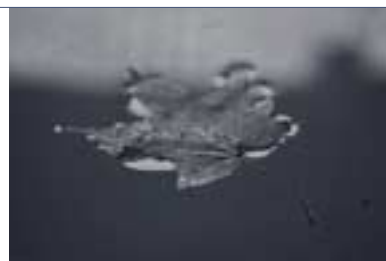
It is always the people who will make a difference.

"If you want one year of prosperity, grow grain. If you want ten years of prosperity, grow trees. If you want 100 years of prosperity, grow people." Chinese proverb



RATNA OMIDVAR, EXECUTIVE DIRECTOR

Foundation Partners



The Foundation Partners Initiative builds long-term relationships with leaders who have demonstrated the capacity to make change and who share our objectives and values. The initiative recognizes that solutions to complex and systemic problems do not happen overnight. With sizeable funding from Maytree, individuals and organizations enjoy the freedom to plan ahead, sustain their efforts over time and achieve significant impact.

The Maytree Foundation works as a partner in these initiatives by bringing our resources, relationships, perspectives and ideas to the table to achieve a common goal that we fully believe and share in.

The Foundation Partners Initiative works with those individuals whose work we respect and support. Potential partners are identified by Maytree directors, staff and advisors.

In 2004 Maytree supported the work of:

- Caledon Institute of Social Policy
- Tamarack: An Institute for Community Engagement
- Citizens for Public Justice and the Public Justice Resource Centre
- Naomi Alboim: Ensuring Economic Integration of Immigrants

Caledon Institute of Social Policy

The Caledon Institute of Social Policy is involved in policy work pertaining to both public programs and community capacity.

At the public policy level, Caledon continued to build on the framework and principles developed in the report, *Architecture for National Child Care*. It subsequently became the basis for federal-provincial discussions around a system of early childhood learning and care. Caledon is arguing for the federal government to pursue a strategy of 'strong bilateralism' with the provincial/territorial governments in laying the foundation for a national early childhood system.

Caledon co-chaired the Technical Advisory Committee on Tax Measures for Persons with Disabilities, which reports to the Ministers of Finance and National Revenue. The federal government has already adopted an early recommendation of the Committee by including the proposed disability supports deduction in the 2004 Budget.

Caledon developed a framework for a new national employment and learning system that involves the reform of federal Employment Insurance, provincial welfare systems, and skills and learning services.

Caledon continued its work around child benefits through a pioneering study of adequate benefit levels; this is a sequel to the influential four-country study of child benefits. Using the same international research team and methodology, the new study will explore the interface between social assistance and social housing policy.

In 2004, Caledon was involved in formulating proposals for a national caregiver agenda.

At the community level, Caledon remained actively involved in Vibrant Communities, which engages 16 cities in a national learning partnership to reduce poverty. National partners are the Tamarack Institute and the J.W. McConnell Family Foundation. Caledon produced eight papers on the concept and practice of comprehensive community initiatives. The Institute also initiated and hosted a monthly policy dialogue, which engaged representatives from 10 federal departments in discussions around complex horizontal files.

Ken Battle is President and Sherri Torjman is Vice-President of Caledon.

GRANT SUMMARY

\$700,535 to support social policy research and analysis, which seeks to inform and influence public and expert opinion and to foster public discussion on poverty and social policy.

Tamarack: An Institute for Community Engagement

People in communities share common dreams. They dream of a better quality of life and safer, healthier and more prosperous places to raise their children. Tamarack believes that we can find a better path forward when different sectors work together strategically in communities. The Institute provides learning resources and training, coaching, strategic consulting and study guides to help people collaborate more effectively and efficiently.

Together with the J.W. McConnell Family Foundation and the Caledon Institute of Social Policy, Tamarack co-sponsors Vibrant Communities, a national multi-sector collaboration to reduce poverty that is now active in 16 cities. These cities work to build a collaborative momentum for change that promotes community-wide ownership of poverty reduction strategies.

Tamarack's Learning Centre was launched in 2004 to meet the growing demand from organizations interested in collaboration. The primary aim of the learning centre is to disseminate useful ideas, strategies and tools that help make the work of collaboration easier and more effective. In one year the Learning Centre has grown into an active community of over 4,000 people who have subscribed to the Institute's newsletters and engaged with Tamarack's tele-learning seminars and website. More than 600 people attended tele-learning seminars in 2004 and nearly 4,500 people regularly visited the website, downloading more than 90,000 pages of information monthly.

The Learning Centre supports the work of foundations, all levels of government, local and national voluntary organizations and businesses, assisting them with specific collaborative efforts on a fee-for-service basis. In 2004 Tamarack consultants and researchers provided seminars, presentations, coaching and strategic consulting services to over 30 organizations.

In the three years since its launch Tamarack has established a strong foundation of ideas, resources and programs to promote collaboration and has engaged an important and growing constituency in Canada.

Paul Born is the President of Tamarack.

GRANT SUMMARY

\$300,000 to help communities across Canada develop the capacity to solve their own problems around issues ranging from poverty reduction to crime prevention by providing direction and community resources.



Citizens for Public Justice and the Public Justice Resource Centre

Citizens for Public Justice (CPJ) is an effective advocate for refugee rights and, in particular, for the rights of protected persons who are not able to obtain permanent landing status. With its partner organization the Public Justice Resource Centre, CPJ is spearheading the Getting Landed Project, which demonstrates the impact of limbo on refugees and provides practical solutions to this problem.

Achieving access to federal student loans by refugees was a highlight of 2003. In 2004 that success moved to the provincial level, with most of the provinces allowing protected persons full access to student loan programs. Québec has announced its intent to make the necessary change. CPJ has posted detailed information about the student loan application process in each province at www.cpj.ca/studentloans.

In addition, significant work was undertaken to propose a new policy for permanent residency for inland refugees called “automatic landing.” A major peer-reviewed research paper entitled *Permanent Protection* was released in fall 2004. A summary version of the paper and an accompanying article pointing out the costs, both fiscal and human, to Canada and to these refugees were also published in the Fall 2004 issue of *Refuge: Canada’s Periodical on Refugees*. Harry Kits guest-edited that issue, entitled *Betwixt and Between: Refugees and Stateless Persons in Limbo*. The papers were presented to officials in Citizenship and Immigration Canada (CIC)

who have received them as carefully researched and articulated policy options.

Harry Kits is the Executive Director and Chris Pullaneyegem is the Refugee Coordinator of CPJ.

GRANT SUMMARY

\$109,200 to undertake an enhanced engagement with protected persons in limbo. The engagement will focus on the documentation and alleviation of specific impacts of limbo on protected persons through public awareness and education.

NAOMI ALBOIM

Ensuring Economic Integration of Immigrants

In 2004 Naomi Alboim, Fellow and Adjunct Professor in the School of Policy Studies at Queen’s University, continued her work in facilitating the entry of skilled immigrants into the labour market. Focusing on the role of local communities, Naomi conducted research and interviews with public servants and elected officials at the municipal, provincial and federal levels of government, about the benefits and challenges of a tri-level agreement on the labour market integration of immigrants. She presented the findings in a variety of forums and has been asked for follow-up advice by several government departments. Naomi also assisted in the preparation and presentation of a briefing package and recommendations on immigration for the Prime Minister’s Task Force on Cities and Communities, which were well-received.

As part of her ongoing advisory role with the Toronto Region Immigrant Employment Council, Naomi chairs the Intergovernmental Relations Committee, comprised of representatives of all levels of government in the Greater Toronto Area (GTA). The Committee has begun collecting and analyzing data regarding programs and services available in the GTA for skilled immigrants, identifying gaps, and recommending collaborative interventions.

Naomi continued to assist stakeholder groups working in this policy area, most particularly Ontario occupational regulatory bodies and post-secondary education institutions. She is an advisor to a group of community colleges that have come together to identify systemic changes necessary to respond to the needs of skilled immigrants. She also advises the Association of Community Colleges of Canada project that is looking at how skilled immigrants can prepare for entry into the labour market before they arrive in Canada. Naomi presented recommendations at international, national, and local forums, as well as to Bob Rae for inclusion in his Post-secondary Review report.

Naomi continues to be active in the NGO community as well: conducting sessions on how policy is made and how to influence it; participating in training sessions for community leaders as part of the York-Maytree Management Certificate Program; and providing government relations advice to organizations in the community.

In 2004 Naomi was invited to present her ideas and to advise a variety of federal departments, provincial governments, elected officials, federal/provincial/territorial bodies, and municipalities on their implementation of various policies. Naomi also sits on a number of task groups and committees, including one advising the Minister of Immigration, another advising the Provincial Minister Responsible for Democratic Renewal, and a third advising the Ontario Legal Aid Plan on issues pertaining to immigrants and refugees.

Maytree Initiatives



The Maytree Foundation recognizes that achieving our objective of accelerating the settlement of immigrants and refugees requires a diversity of approaches. Our granting program in this area is complemented by a number of Foundation-run and managed programs.

Maytree initiatives include:

- Capacity Building and Management Training: for nonprofit organizations in the GTA in order to build an inclusive society that is served well by its civil society organizations:
 - Five Good Ideas
 - Sectoral Capacity Building
 - Maytree Management Mentors
- Leadership and Diversity Programs: for emerging leaders from Toronto's social change and activist communities:
 - Leaders for Change
 - abcGTA
- Financial Assistance for Immigrants and Refugees in specific areas of need:
 - Scholarship Program for Protected Persons
 - The Maytree Foundation – Alterna Savings Immigrant Employment Loan Program

Capacity Building and Management Training

Five Good Ideas

The management of nonprofit organizations is a complex and unique task, made all the more challenging by the resource limitations that many of the city's agencies find themselves battling. Five Good Ideas is a series of monthly conversations focusing on essential management skills that successful agency leadership must consider and master. Each two-hour session focuses on practical and application-friendly advice by an industry or issue expert.

Each expert presents five practical yet strategic ideas and explores with the audience how these ideas can be translated into action. At the end of the second series in 2005 the Good Ideas will be published as a lasting resource tool for nonprofits.

To date we have held 10 sessions on issues such as:

- human resource management;
- government relations;
- fundraising;
- strategic planning;
- strategic communications;
- trends in technology;
- managing union relations;
- managing consultant relationships;
- approaching grantmakers successfully; and
- managing relationships with municipal governments.

The sessions are most useful for management staff and board members of small and midsize agencies. Agencies from social services, arts and culture and the environmental sectors have participated in the series.

In 2005 the series will continue with conversations focusing on social marketing, developing strong collaborations, board governance, advocacy, financial management and reporting, and telling your story to the media. See page 17 for a list of organizations that participated in the sessions.

Sectoral Capacity Building: Investing in Immigrant and Refugee-serving Agencies

The Maytree Foundation strongly believes in capacity building and management training for nonprofit organizations in order to build an inclusive society that is served well by its civil society organizations. Maytree's capacity building programming seeks to strengthen civil society organizations so that they are better able to respond to the needs of refugees and immigrants, and to changes in the external environment.

The goals of the capacity building grant stream are:

- to enhance the management and service capacity of people who work and volunteer in the settlement sector;
- to amplify the voice of refugees and immigrants in discussions on public policy that are relevant to their lives;
- to strengthen refugee and immigrant settlement organizations through the development of innovative ideas and improved planning, processes and systems.

The York University Management Certificate Program, the IMPACS Media Training Program and the George Brown College Career Development Experienced Practitioner Certificate Program are three examples of sectoral capacity building initiatives that were offered in 2004. See page 18 for a list of organizations that participated in these programs.

Maytree Management Mentors

This past year Maytree launched Maytree Management Mentors, a new program to assist in the development, effectiveness and progress of the settlement sector in the GTA.

Maytree Management Mentors builds on and complements existing capacity building initiatives of the Foundation. The program links agencies with mentors on specific management problems and issues in an advisory, coaching and teaching context. Management Mentors are chosen just as much for their expertise in a specific area as for their ability and willingness to share knowledge and skills with the sector. The program aims for a legacy of learning that grows as it is applied and refined, long after the interaction with the mentor has ended.

Typically, mentors work with staff from agencies, and provide:

- support and advice on developing strategic directions on specific problems and opportunities that have been identified; and
- coaching in the development and implementation of plans, and the steps required to carry them out.

Funded projects typically have a tangible outcome for the agency and assist the agency in solving or moving ahead with either a single challenge or a pattern of challenges.

MAYTREE MANAGEMENT MENTOR PROJECTS

- Council of Agencies Serving South Asians (CASSA) and James Appleyard, King & Appleyard Associates
James is working with Uzma Shakir, Executive Director of CASSA, to address significant strategic, organizational and professional development issues facing CASSA.
- Junior Undiscovered Math Prodigies (JUMP) and Suzanne Gibson, Suzanne Gibson & Associates
Suzanne is working with the staff and board of JUMP to develop a business plan that will provide strategic direction for the next three years.
- Working Women Community Centre (WWCC) and Jennifer Lynn, Lynn Communications
Jennifer is working with the staff and board of WWCC to develop a strategic communications plan that will increase their communications and media relations capacity.

Leadership and Diversity Programs

Leaders for Change

Maytree's Leaders for Change is a social change leadership program that expresses our commitment to building the capacity and strengths of immigrants and refugees as potential leaders in Canadian society.

After five years of concentrated work with emerging newcomer leaders, Maytree expanded the program this year to make training available to all emerging community leaders committed to working on a diverse range of social justice initiatives in the GTA. This resulted in a group of 20 diverse participants who came together to sharpen the focus of their social justice work on issues ranging from arts and culture, the environment and child advocacy. They all shared the motivation to act towards change in the interest of the public good.

Over the past few years Leaders for Change has evolved into a more rigorous and comprehensive program, requir-

ing both a greater commitment of time, energy and resources from the participants, community partners and from Maytree. The program features an in-depth community action component. Leaders work with voluntary organizations in designing and delivering projects that have a meaningful impact on the lives of people in the community. This concrete experience provides the leaders with conflict resolution, communication, and issue analysis skills along with an appreciation of valuing diversity and social innovation.

SOCIAL CHANGE COMMUNITY ACTION PROJECTS

- Creating a toolkit for Canadian educators that would enable them to implement the mathematics tutoring program designed by John Mighton of Junior Undiscovered Math Prodigies (JUMP) in low-income communities that cannot afford private tutoring at the elementary school level;
- Assessing current strategies and directions in advocacy around disability, and identifying the role that Scadding Court Community Centre (SCCC) could play in this area, along with developing a SCCC disability issues advocacy strategy;
- Engaging in an inclusive consultation process with diverse low-income working age adults on income security policy options proposed by St. Christopher House; and
- Assisting in a partnership effort between REACH, an international NGO that provides services for children and youth with disabilities in India, and Scadding Court Community Centre in Toronto, to complete a needs assessment of the recreational needs of students who attend REACH schools and to help REACH in identifying longer term funding with multiple stakeholders.

abcGTA

In the fall of 2004 Maytree launched an exciting new initiative, abcGTA. The purpose of this project is to address the lack of representation of diverse communities in the Greater Toronto Area (GTA) in the region's public institutions, agencies, boards and commissions (abcs). Hence the name: abcGTA.

Through this project we recognize that the time has come to ensure that our public institutions reflect the faces of the people who live in the city and for the GTA's diversity to be reflected at the decision-making level.

One of the key strategies of this project was to develop a web-based directory of candidates from diverse backgrounds who are qualified, interested and able to serve on the boards of public institutions.

It is our objective that this directory will be used as a concrete tool by public institutions to reach out and identify new voices and new perspectives from diverse communities on their boards. In addition, the directory also serves to highlight the achievements of diverse leaders in the GTA.

More information about the project and the application process for the abcGTA directory can be found at www.abc.gta.ca.



Financial Assistance for Immigrants and Refugees

Maytree Scholarship Program for Protected Persons

By Judy Broadbent, President

IN 1999 THE MAYTREE FOUNDATION STARTED A scholarship program for protected persons (formally known as Convention refugees). At that time these young people were unable to access student loans. The goals of the program were:

- to give financial support to protected persons so they could attend university or community colleges; and
- to work towards legislative change which would enable all protected persons to access student loans so they could attend post-secondary institutions.

The Maytree Foundation has funded over 100 students since the beginning of the program. The success of our participants has been outstanding.

As of August 1, 2004 protected persons became eligible for both the federal and provincial portion of Canada Student Loans. They are indeed Canadians-in-waiting. Although our main goal has been accomplished, we plan to continue our scholarship program over the next few years.

In 2004 we provided scholarships totalling \$248,124 to 53 students. On June 2 students, alumni, friends, staff and family gathered for a graduation ceremony celebrating the accomplishments of the Maytree scholars. Minister Mary Anne Chambers from the Ontario Ministry of Training, Colleges and Universities attended and announced that the Ontario portion of the student loan would be available to protected persons for the upcoming academic year. Deputy Mayor Joe Pantalone of the City of Toronto spoke in a most encouraging manner to the students, sharing some of his experiences of coming to Canada as an immigrant unable to speak English. The audience was treated to a performance by the current students which included a group song in Zulu, a duet and a Rwandan dance. It was a tremendous evening!

In the summer of 2004, Maytree started an employment program that provided three of our scholarship students with summer jobs in their field of interest. Maytree linked the student with the job and gave the placement funds to cover the student's salary. The program was a resounding success and provided the students with relevant work experience, mentors and networks. We held two full-day job search workshops in the fall of 2004 and have invited students who attended these to apply for an expanded 2005 summer program. We will be evaluating the summer program as it evolves.

The calibre of our students, their success academically and their motivation to succeed are constant reminders of the resilience of the human spirit. These young people certainly enrich our lives, and we are grateful.

The Maytree Foundation – Alterna Savings Immigrant Employment Loan Program

For many newcomers, high tuition fees and the inability to access loans create barriers to receiving short-term training and ultimately finding suitable employment that corresponds to the skills and experience they bring to Canada.

In order to address these barriers, The Maytree Foundation – Alterna Savings Immigrant Employment Loan Program is being piloted. The loan program provides financial assistance to newcomers who require an assessment of their credentials and/or short-term training to acquire certification and employment in their chosen occupation. By demonstrating that newcomers are able to find employment

through short-term training opportunities and are reliable borrowers, the loan program ultimately seeks to change the lending practices of financial institutions.

In 2004, 26 loans totaling \$98,612 were disbursed to a diverse group of highly motivated newcomers. To date the program has 69 borrowers who have or are studying subjects such as accounting, geographic information systems, human resource management, midwifery, nursing, medical laboratory studies, pharmacy, project management, purchasing, quality assurance, travel and tourism, trucking, and welding.

Of these 69 borrowers, 45 have successfully completed their training and have received diplomas, certificates and licenses to practice their trades and professions. More than half of these individuals have been able to find suitable jobs as a result of their training. Twelve borrowers have been able to completely pay off their loans.

SUCCESS STORIES OF THE IMMIGRANT EMPLOYMENT LOAN PROGRAM

NAHID*, a landed immigrant from Iran, has over 10 years of experience in midwifery. She successfully completed the International Midwifery Pre-Registration Program at Ryerson University, passed the College of Ontario Midwives licensing exam, and is currently working as a registered midwife.

FAROOK is a landed immigrant from Pakistan with over 10 years of truck driving experience. In order to become a licensed truck driver in Ontario he enrolled and successfully completed the Humber College Commercial Driver Training Program Class "AZ". Farook passed his truck driving license test and is now working as a driver for a major brewery.

RAYMOND is a landed immigrant from the Philippines with over 20 years of experience as a chemical engineer and quality assurance associate. Raymond successfully completed the Advanced Quality Assurance Certificate at Humber College and is now employed as a senior quality assurance technician at a glassware company.

ARLENE is a landed immigrant also from the Philippines with over 15 years of experience in civil engineering and in managing residential and commercial construction projects. Arlene successfully completed the Construction Project Management Certificate program at George Brown College. She is now employed as a project estimator at a building and construction developer.

Other borrowers of the program have found employment in nursing, pharmacy, welding, and library sciences.

* Names have been changed to protect borrowers' privacy.

Maytree Special Projects



Toronto Region Immigrant Employment Council (TRIEC)

TRIEC was created in September 2003 to address the effective integration of immigrants into the labour market. TRIEC is a multi-stakeholder council comprised of employers, labour, occupational regulatory bodies, postsecondary institutions, assessment service providers, community organizations, and all three levels of government.

The Council secretariat, housed at Maytree, provides project management, administrative support, communications and networking, and research and policy expertise. Maytree's executive director, Ratna Omidvar, is executive director of TRIEC, and Maytree's chairman, Alan Broadbent, sits on the Council.

TRIEC's goal is to encourage more effective and efficient labour market integration of immigrants in the GTA. To achieve this goal, the Council is focused on three objectives:

- increase access and availability of value added services that support labour market integration of skilled immigrants;
- change the way stakeholders value and work with skilled immigrants; and
- change the way governments relate to one another in planning and programming around this issue.

TRIEC is developing initiatives related to each of these objectives.

To increase access to services for skilled immigrants, TRIEC launched Career Bridge, an internship program that provides skilled immigrants with Canadian work experience. In its first year, nearly 5,000 candidates applied for the program. Over 200 internships have taken place, and 85 per cent of alumni have either been hired by their host organization or taken up permanent jobs elsewhere.

In 2004 TRIEC launched The Mentoring Partnership, a GTA-wide initiative that provides skilled immigrants with the social capital needed to access the Canadian labour market. The goal of the program is to match 1,000 internationally-trained professionals with their established counterparts

in the first year. For more information please visit www.TheMentoringPartnership.com.

TRIEC's next endeavour will be to change the way employers value and work with skilled immigrants. Using a collection of learnings and promising practices from employers, and working alongside the Public Policy Forum and the Conference Board of Canada, TRIEC will launch an employer awareness campaign with broad reach and impact. Please visit www.hireimmigrants.ca.

TRIEC is also working to change the way governments relate to one another in planning and programming around this issue. In 2004 Dominic D'Alessandro, Chair of TRIEC and President and CEO of Manulife Financial, sent an open letter to Prime Minister Paul Martin outlining six recommendations to better facilitate the integration of skilled immigrants into the workforce.

For more information about TRIEC visit www.triec.ca.

Funders' Network on Racism and Poverty

The Funders' Network on Racism and Poverty engages Canadian grantmakers strategically to address the growing link between systemic racism and poverty in Canada. The Network provides opportunities for learning, networking, collaboration and resources that help grantmakers make social change on the issue of racialized poverty. This year's sessions included a panel discussion on Improving Educational Opportunities for Racialized Students: How Funders can Make a Difference; a presentation by United Way of Greater Toronto on their report *Poverty by Postal Code*; and a session by Community Foundations of Canada on Tackling Poverty Together.

One of the highlights was a forum that featured funders from the first collaboration of the Network. The Atkinson Charitable Foundation, the Law Foundation of Ontario, The Maytree Foundation and the Toronto Community Foundation discussed the learnings they gained from the project and how they can be used for future Network collaborations.

For more information, visit www.rapnet.ca.

Grants 2004



The following are new grants approved in 2004.

AMNESTY INTERNATIONAL CANADA, TORONTO

\$6,240 to Amnesty International Canada to hire a protected person as a summer student in order to provide the student with a valuable work experience.

CANADIAN COUNCIL FOR REFUGEES (CCR), MONTREAL

\$55,400 of a total grant of \$150,000 to strengthen CCR's communications capacity. This will include working more effectively with the media; educating the public on refugee issues and thus increasing support for Canada's role in protecting refugees; developing and strengthening alliances with strategic partners beyond the refugee and immigration sector; and increasing member capacity to engage in and impact public policy.

COSTI-IAS IMMIGRANT SERVICES, TORONTO

\$10,000 of a total grant of \$12,000 to COSTI to assist the African Canadian Communities Social Development Council in establishing a permanent office at 215 Spadina Avenue.

FCJ HAMILTON HOUSE, TORONTO

\$20,000 of a total grant of \$110,000 to provide technical and administrative assistance in the area of communications and public relations in order to increase the visibility of refugee issues by raising levels of awareness and empathy. The planned activities will include the updating and continued dissemination of FCJ's newsletter as well as further developing their website.

THE HOSPITAL FOR SICK CHILDREN FOUNDATION, TORONTO

\$5,928 to The Hospital for Sick Children Foundation to hire a protected person as a summer student in order to provide the student with a valuable work experience.

JUNIOR UNDISCOVERED MATH PRODIGIES (JUMP), TORONTO

\$18,000 of a total grant of \$20,000 to JUMP to collect, analyze and disseminate information about the performance of school children in math studies who have participated in the JUMP program.

MENNONITE NEW LIFE CENTRE OF TORONTO

\$8,000 to the Mennonite New Life Centre of Toronto to provide essential services to refugees who are in the process of filing their claims for landing.

PEN CANADA, TORONTO

\$15,000 of a total grant of \$40,000 to support the building of partnerships and the development of relationships with institutions that have expressed interest in the Writers in Exile Network. The project will illustrate that the voice of the exiled writer can play an important role in the awareness of refugee issues, particularly within institutions that remain disengaged from the reality of refugees in Canada.

SOJOURN HOUSE AND FCJ HAMILTON HOUSE, TORONTO

\$17,100 to Sojourn House and FCJ Hamilton House to develop and implement a fundraising strategy for their work in the provision of housing to refugees.

WORLD UNIVERSITY SERVICES OF CANADA (WUSC), TORONTO

\$10,000 of a total grant of \$20,000 to modify the WUSC refugee sponsorship program. The restructured program will allow young protected persons, who already reside in Canada, to participate in WUSC's Student Refugee Program. In addition the grant will be used to involve WUSC alumni as financial supporters of the organization.

THE FOLLOWING GRANTS WERE APPROVED IN PREVIOUS YEARS AND CONTINUED TO BE FUNDED IN 2004.

CANADIAN COUNCIL FOR REFUGEES (CCR),
MONTREAL

\$2,850 of a total grant of \$152,550 for a three-year capacity building program that will enable CCR to develop the capacity of its member delegates across the country – many of whom are refugees – to become effective spokespersons on issues related to refugee policies.

CANADIAN CENTRE FOR VICTIMS OF TORTURE AND
AFGHAN WOMEN'S COUNSELING AND INTEGRATION
COMMUNITY SUPPORT ORGANIZATION, TORONTO

\$5,046 of a total grant of \$151,872 to support the Employment Access Project for Afghan refugees in Toronto. The project aims to increase access to employment services for Afghan-Canadians through partnerships with local employment agencies.

THE CANADIAN RED CROSS SOCIETY, TORONTO

\$5,000 of a total grant of \$25,000 to strengthen the capacity of the Red Cross to better address the immediate needs of young refugee claimants who do not have a support network.

THE COMMUNITY SOCIAL PLANNING COUNCIL OF
TORONTO (CSPC-T), TORONTO

\$2,905 of a total grant of \$62,905 to strengthen the capacity of internationally-trained physicians and surgeons as legitimate stakeholders in the medical field.

COSTI-IIAS IMMIGRANT SERVICES, TORONTO

\$3,400 of a total grant of \$84,000 to develop an outreach strategy for the creation of a new African Canadian Social Development Council.

DIXON HALL, TORONTO

\$15,000 of a total grant of \$120,000 towards strengthening the Regent Park Community Resident Council to effectively represent the voice of community members.

GEORGE BROWN COLLEGE OF APPLIED ARTS AND
TECHNOLOGY, TORONTO

\$68,500 of a total grant of \$159,500 to provide a Career Development Practitioner Certificate Program to employment counsellors working with immigrants and refugees.

HAMILTON URBAN CORE COMMUNITY HEALTH
CENTRE, HAMILTON

\$5,000 of a total grant of \$177,000 to support the development of a mentoring program for refugees and immigrants in Hamilton. Settlement and Integration Services Organization (SISO) will work closely with employers and professional associations with the goal of building local mentoring teams and institutions in Hamilton.



INSTITUTE FOR MEDIA, POLICY AND CIVIL SOCIETY
(IMPACS), TORONTO

\$15,490 of a total grant of \$55,490 to deliver an advanced media training program to leaders in Toronto's immigrant and refugee-serving sector in order to strengthen their organizations' communication capacity.

INSTITUTE FOR MEDIA, POLICY AND CIVIL SOCIETY (IMPACS), TORONTO

\$502 of a total grant of \$45,000 to IMPACS towards engaging refugee and immigrant communities in a consultation process concerning Canadian charities, their advocacy role, and the federal regulatory framework.

JEWISH FAMILY SERVICES OF OTTAWA-CARLETON, OTTAWA

\$25,383 of a total grant of \$153,395 to support a program of workshops, co-op placements, and mentoring for internationally-trained professionals seeking to find employment in the Ottawa-Carleton Region. The program addresses challenges faced by immigrants, including lack of Canadian experience, financial constraints, lack of recognition of qualifications, and the need for upgrading English proficiency.

JUNIOR UNDISCOVERED MATH PRODIGIES (JUMP), TORONTO

\$6,600 of a total grant of \$36,600 to JUMP to enhance their volunteer recruitment and training program specifically in the diverse communities of Parkdale and Regent Park. JUMP is a math tutoring program focused on children in elementary schools who have difficulty in succeeding in mathematics.

PARKDALE COMMUNITY LEGAL SERVICES, TORONTO

\$15,000 of a total grant of \$50,000 to strengthen the capacity of marginalized contingent workers to address their employment issues.

ROOTS OF EMPATHY, TORONTO

\$5,000 to support the expansion of a classroom-based program dedicated to teaching parenting skills and building empathy in children across Canada and internationally.

ST. MICHAEL'S HOSPITAL, TORONTO

\$5,000 of a total grant of \$165,000 to support St. Michael's Hospital in the design and implementation of a three-year mentoring project to match refugees and immigrants with mentors at the hospital. The project will establish St. Michael's Hospital as a mentoring institution.

TIDES CANADA FOUNDATION, TORONTO

\$40,000 to support the fundraising capacity building program at FCJ Hamilton House and Sojourn House in Toronto.

TORONTO COMMUNITY FOUNDATION, TORONTO

\$25,000 of a total of \$75,000 to launch a community leadership initiative that will position the foundation as a leading center for community philanthropy.

UNITED WAY OF GREATER TORONTO, TORONTO

\$100,000 of a total grant of \$300,000 to the Building Agency Capacity Partnership with The Maytree Foundation, The Ontario Trillium Foundation and the United Way of Greater Toronto. The pilot initiative is designed to increase the organizational capacity of the following agencies serving refugees and immigrants in the inner suburban communities of Toronto. The organizations funded by the Building Agency Capacity Partnership are:

- Arab Community Centre of Toronto;
- Cliffcrest Community Centre;
- Ethiopian Association in Toronto;
- Scarborough Women's Centre; and
- South Asian Women's Centre.

WORKING SKILLS CENTRE, TORONTO

\$2,000 of a total grant of \$12,000 for the development of the Working Sisters Club. The Club will create an opportunity for past graduates and current trainees to participate in committees, develop the skills and confidence to participate at the board level, and increase their civic participation.

WORKING WOMEN COMMUNITY CENTRE, TORONTO

\$7,517 to Working Women Community Centre towards a feasibility study of a multi-tenant nonprofit centre in the west end of Toronto.

YORK UNIVERSITY, SCHULICH SCHOOL OF BUSINESS, NONPROFIT MANAGEMENT AND LEADERSHIP PROGRAM, TORONTO

\$66,750 to the Nonprofit Management and Leadership Program at York University's Schulich School of Business to provide a management certificate program for current and aspiring executive directors and managers of settlement, employment, and neighborhood agencies working with refugees and immigrants.

Staff of the following agencies benefited from participation in one or more Five Good Ideas sessions:

4Unity Productions • 6 St. Joseph House • A Commitment to Training and Employment for Women (ACTEW) • A.C. Communications & Consulting • Across Boundaries • Afghan Association of Ontario • Afghan Canadian Youth Organization • African Canadian Social Development • Association of International Physicians and Surgeons of Ontario (AIPSO) • Ajax Race Relations Committee • Albion Neighbourhood Services • Alcohol & Drug Recovery Association of Ontario • Ambeck Enterprise • Arab Community Centre of Toronto • Art Starts Neighbourhood Cultural Centre • Asian Community AIDS Services • African Canadian Social Development Council • Bangladeshi Canadian Community Services • Bellwoods Centres for Community Living • Bloor Information & Life Skills Centre • Canadian Helen Keller Centre • Canadian Institute for Environmental Law and Policy • Canadian Journalism Foundation • Canadian Red Cross • CANES Home Support Services • CARFAC Ontario • CASTUTECH Alumni Association (Ontario Chapter) • Catholic Community Services of York Region • Catholic Cross Cultural Services • Cecil Community Centre • Centennial College • Central Neighbourhood House • Centre écologique de la Mer-Douce (CÉMD) • Centre for Addiction and Mental Health • Centre for Spanish Speaking Peoples • Chetwynd Community Development Program • Children's Aid Foundation • Chinese Professionals Association of Canada • Choirs Ontario • Christian Resource Centre • Christie Ossington Neighbourhood Centre • Circles of Transformation • Citizens' Environment Watch • Citizens for Public Justice • City of Toronto • Cliffcrest Community Centre • College Montrose Children's Place • Community Bicycle Network • Community Information Toronto • Community Living Toronto • Community MicroSkills Development Centre • Community Social Planning Council of Toronto • Council of Agencies Serving South Asians • CPAC • Crow's Theatre • CultureLink Settlement Services • DanceWorks • Davenport Perth Neighbourhood Centre • Delisle Youth Services • Delta Family Resource Centre • Department of Canadian Heritage, Ontario Region • Dixie Bloor Neighbourhood Centre • Dixon Hall • Earth Day Canada • Elizabeth Fry Society of Hamilton • EnerACT • Epilepsy Toronto • Evergreen • Family Service Association of Toronto • For You Telecare Family Service Inc • For Youth Initiative • GAAP's Youth Advisory Board • General Mills Canada Corporation (GMCC) • Go7! The Group of Seven Theatres • Hamilton East Kiwanis Boys and Girls Club • Heart and Stroke Foundation of Ontario • HEYY Helpline

for Toronto Youth • Highfield Project • Hong Fook Mental Health Association • Immigrant Women's Economic Development • IMPACS • InterAccess Electronic Media Arts Centre • JaneFinch Community and Family Centre • JobStart • Junior Undiscovered Math Prodigies (JUMP) • JVS Toronto • Kaeja d'Dance • Kaleidoscopic • Karma Food Co-operative • Korean Canadian Women's Association • Leadership Development Workshop and Grant Writing Workshops • Local Enhancement and Appreciation of Forests (LEAF) • League of Canadian Poets • Lesbian Gay Bi Youth Line • Literacy Council York-Simcoe • Lorraine Kimsa Theatre for Young People • Delta Family Resource Centre • McMichael Canadian Art Collection • Meal Exchange • Medina Collective • Ministry of Consumer and Business Services • Ontario Ministry of Municipal Affairs and Housing, Municipal Programs and Education Branch • Moorelands Community



Services • Multicultural Inter-Agency Group of Peel • Multiple Sclerosis Society of Canada • Music Gallery • Muslim Educational Network, Training and Outreach Service • Native Men's Residence • Nature Conservancy of Canada, Federation of Ontario Naturalists • Nightwood Theatre • North Toronto Green Community (NTGC) • North York Community House • Northern, Eastern, Central Lakes Regions, Canadian Red Cross • Northwood Neighbourhood Services • OCASI Settlement.Org • Ontario Association of Patient Councils • Ontario Association of Youth Employment Centres (OAYEC) • Ontario Healthy Communities Coalition • Ontario Natural Food Co-op • Ontario Physical & Health Education Association • Ontario Prevention Clearinghouse • Ontario Young People's Alliance (OYPA) • ON-TRACK PreEmployment Program • OPHEA • PACT (Professional Association of Canadian Theatres) • Parkdale Community Health Centre • Parkdale Community Information Centre • Parkdale Community Legal Services • Peel Adult Learn-

ing Centre • Peel Environmental Network • PEN Canada • Periodical Writers Association of Canada • Pride & Prejudice Program: Central Toronto Youth Services • Pride Toronto • Prologue to the Performing Arts • Prostate Cancer Research Foundation of Canada • Psychology Foundation of Canada • Rahmat Ali Community Development Organization (RADCO) • Ralph Thornton Community Centre • Red Door Family Shelter, Lawrence Site • Regent Park Residence Council • Rexdale Women's Centre • Riversides Stewardship Alliance • Roots of Empathy • Rotary Cheshire Homes Inc. • SALCO • Scadding Court Community Centre • Scarborough Music Theatre • Scarborough Women's Centre • Second Base Youth Shelter • Second Harvest • Serve Canada Youth Organization • Sketch • Skills for Change • Small Theatre Administrative Facility • Soulpepper Theatre Company • South Asian Family Support Services • South Asian Legal Clinic of Ontario • South Asian Women's Centre • Speak Out For Kids Network, Hospital For Sick Children • St. Christopher House • St. Clair West Services for Seniors • St. Lawrence Neighbourhood Association (SLNA) • St. Michael's Hospital • St. Paul's L'Amoreaux Centre • St. Stephen's Community House • Stonegate Community Health Centre • Street Haven Learning Centre • Strengthening Hamilton's Community • Supporting Our Youth (SOY) • Tafelmusik Baroque Orchestra and Chamber Choir • Tamarack An Institute for Community Engagement • Tarragon Theatre • Tetra Society • The Alcohol and Drug Recovery Association of Ontario • The Arab Community Centre of Toronto • The Bernard Betel Centre for Creative Living • The Canadian College of Naturopathic Medicine • The Canadian Helen Keller Centre, Inc. • The Community Bicycle Network • The Community Foundation of Orillia & Area • The Hospital for Sick Children Foundation • The Laidlaw Foundation • The Law Foundation of Ontario • The North Toronto Green Community • The Red Wood Shelter • The Rotary Club of Toronto • The Stop Community Food Centre • The Sustainability Network • The United Church of Canada Foundation • Theatre Ontario • Theatre Passe Muraille • Tides Canada Foundation • Tobias House Attendant Care Inc. • Toronto Alliance Theatre • Toronto Arts Council • Toronto Artscape • Toronto Bay Initiative • Toronto Community Care Access Centre • Toronto Community Housing • Toronto Drop-In Network • Toronto Environmental Alliance • Toronto Rape Crisis Centre • Ukrainian Canadian Care Centre • UNICEF • United Way of Greater Toronto • Upper Lakes Environmental Research Network • Vietnamese Association of Toronto • Weston-King Neighbourhood Center (WKNC) • Willowridge Information &

Recreation Centre • Women & Environments International Magazine • Woodgreen Community Centre • Working Women Community Centre YES Toronto • YMCA Information Warehouse • York South Association for Community Living • York University Foundation • Youth Challenge International • Youthline.

Staff of the following agencies benefited from participation in the York University Management Certificate Program, the IMPACS Media Training Program and the George Brown College Career Development Experienced Practitioner Certificate Program:

Access Alliance Multicultural Community Health Centre • Accessible Community Counselling and Employment Services (A.C.C.E.S.) • Across Boundaries • Afghan Women's Organization • Aga Khan Economic Planning Board of Ontario • Alliance for South Asian AIDS Prevention • Alternate Youth Centres for Employment • Black Coalition for AIDS Prevention (Black CAP) • Bloor Information & Skills Centre • BMD Labour Action Centre • Canadian Centre for Victims of Torture (CCVT) • Canadian Red Cross Society (Toronto Region) • Care for Nurses • Central Neighbourhood Home • Centre for Spanish-Speaking People • Christie-Ossington Neighbourhood Centre • Citizens For Public Justice (CPI) • City of Toronto Social Services • Community Microskills Development Centre • Davenport Perth Neighbourhood Centre • Delta Family Resource Centre • Good Shepherd Centre • Habitat Services • Halton Multicultural Council • Highfield Community Enrichment Project • Hong Fook Mental Health Association McNicoll Site • Humber College • Jane/Finch Community and Family Centre • Jewish Vocational Services of Greater Toronto • Job Skills • Link Up Employment Services for Persons with Disabilities • North York Seniors Centre • Ontario Council of Agencies Serving Immigrants (OCASI) • Parkdale Community Health Centre • Rexdale Women's Centre • Settlement and Integration Services Organization (SISO) • SOLIDEC Network • South Asian Women's Centre • St. Joseph Immigrant Women's Centre • Toronto Association of Business Improvement Areas (TABIA) • The Canadian National Institute for the Blind (CNIB) • The Career Centre • The Ethiopian Association of Toronto • The Gateway Café • Toronto Organizing for Fair Employment (TOFFE) • United Caribbean AIDS-Education Network (UCAN) • Woodgreen Community Centre • Working for Work Intercultural Skills Development Inc • YMCA of Greater Toronto • YMCA of Niagara

The Maytree Foundation

Directors

Alan Broadbent
 Judy Broadbent
 Dan Burns
 Jane Millan

Officers

Alan Broadbent, Chairman
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 Vali Bennett, Secretary
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Staff

Ratna Omidvar, Executive Director
 Feven Haddish, Administrative Assistant
 Juliet Karugahe, Administrative Assistant/Receptionist
 Marjan Montazemi, Project Manager, abcGTA
 Stephanie Saunders, Communications Coordinator
 Anita Srinivasan, Program Manager, Leadership Initiatives
 Katarina Vukobratovic, Program Assistant

Toronto Region Immigrant Employment Council (TRIEC) Secretariat Staff

Ratna Omidvar, Executive Director
 Elizabeth McIsaac, Manager
 Roberto Baca, Research & Information Coordinator
 Violeta Li, Administrative Coordinator
 Lillian Manea, Communications Coordinator
 Sangeeta Subramanian, Mentoring Partnership Project Manager

Partners

CALEDON INSTITUTE OF SOCIAL POLICY

Email: caledon@caledoninst.org
 Website: www.caledoninst.org

TAMARACK: AN INSTITUTE FOR COMMUNITY ENGAGEMENT

Email: tamarack@tamarackcommunity.ca
 Website: www.tamarackcommunity.ca

CITIZENS FOR PUBLIC JUSTICE

Email: cpj@cpj.ca
 Website: www.cpj.ca

NAOMI ALBOIM, FELLOW AND ADJUNCT PROFESSOR SCHOOL OF POLICY STUDIES, QUEEN'S UNIVERSITY

Email: alboimn@post.queensu.ca
 Website: www.queensu.ca/sps



The Maytree Foundation

170 Bloor Street West, Suite 804
Toronto, Ontario, Canada
M5S 1T9
t: 416.944.2627
f: 416.944.8915
e: info@maytree.com

www.maytree.com