

Volume 14; Issue 4; December 2022



Winter!

Contents

- 02 Message from the Executive Director
- 03 Workplace Fire Safety
- 04 Peel Institute of Research & Training Updates
- 05 Taps Public House
- 06 Peel Economic Performance and Outlook
- 08 Homelessness and Mental Illness
- 09 Family Violence Action Table Collaborative Forum
- 10 Annual SIL Picnic
- 10 Helping the Homeless
- 11 FSP Photo Gallery
- 14 What's Happening

Editorial Board

Sandra Rupnarain Executive Director Editor-in-Chief

Angel Datu Executive Assistant Member, Editorial Board

Contributors

Maria Zigouris Director, Client Services

Brenda Armour Director, Human Resources

Monica Riutort Director, Peel Institute of Research & Training

Marijoy Malabanan Program Manager, Developmental Services

Aleeya Islam Facilitator, Supported Independent Living

Jasmeen Munday Facilitator, Supported Independent Living

1

Message from the Executive Director Sandra Rupnarain MDiv; AAMFT|RMFT|FELLOWS

Gratitude & Memories – Necessary Building Blocks



In a few weeks' time, we will be closing the chapter on 2022 and I am sure like myself, many of you have had a year that brought some good and not so good experiences, unprecedented challenges to navigate, and of course the unexpected curve balls that threw us off course a bit. Yet amid all the ups and downs, the good and the bad we continue to move forward hopefully with a growth mindset and a spirit of gratitude. FSP had its share of ups and downs this year; shifting gears after a lengthy pandemic lock down to adjust to the many changes. As we grieve the losses and leverage the growth opportunities, know that that there are good things in the world, gifts and benefits we receive. This does not mean that life is perfect, that we ignore complaints, burdens and life challenges. But gratitude encourages us to identify the goodness in our lives." (Dr. Robert Emmons).

According to Peter Marshall "when we long for life without difficulties we need to be reminded that oaks grow strong in contrary winds and diamonds are made under pressure.

I am grateful for the many challenges, but I am also grateful for the good. Just to mention a few: to our employment menu we added the Apprenticeship Program, Skills Council Canada and Bootcamp; Developmental Services saw an increase in staff and clients, and we hosted a Family Violence Forum. The counseling program is reorganizing service deliver modality and the Institute has been busy with projects and proposal writings and working more closely with the agency programs and committees. The Anti-Black Racism Committee has been hosting lunch and learns and working at expanding the work of the Wellness and Inclusion Committee. I am grateful for the strides and embrace the challenges. I encourage you to embrace life with gratitude. It makes room for us to express appreciation for what we have and connect to something larger than ourselves—whether to other people, nature, or a higher power. It helps us see the goodness that is within us and in the world around us, that our value is independent of monetary worth; that it is an affirmation of goodness and as a side benefit generates a climate of positivity that reaches both inward and extends outward. According to the Persian poet Rumi if we "wear gratitude like a cloak, it will feed every corner of our lives."

Gratitude helps us to celebrate, and celebration grows positive memories and memories helps us imagine future events, which aids our future planning abilities. It allows us to recall successes and mentally creates room to think through strategies and work through potential outcomes. Memories can transport us into the past, to the person that lived through the yesteryears, and into the future, to the person we are yet to become. "Yesterday is history, tomorrow is a mystery, today is a gift of God. Life can only be understood backwards; but it must be lived forwards." So, at this time of the year whatever season of life you find yourself in, regardless of what the year has brought to your doorstep, be grateful. Be grateful, celebrate yourself, celebrate others, build memories, let the memories become the powerful building blocks you access to generate a growth mindset. Merry Christmas to those who celebrate Christmas and Happy Holidays to those who celebrate other festivities. Stay safe and healthy!

Workplace Fire Safety

Brenda Armour

Director, Human Resources

Fire can break out anywhere, including the workplace. If a fire started at work, would you know what to do? Do you know how to prevent fires in the workplace? Knowing the answers to these questions and following a few simple fire safety procedures can prevent tragic and wasteful fire loss at work.

Be Prepared

Make sure you know:

- The location of the two exits closest to your work area.
- The location of the nearest fire alarm pull station and have read the instructions for use.
- Fire Services number (9-1-1).
- Be familiar with the fire emergency procedures posted on your floor
- Know the evacuation assembly location outside the building

If You Discover a Fire

- Activate the nearest fire alarm pull station on the floor
- Leave the area immediately, closing all doors behind you
- Take your keys with you
- Go to the nearest exit and leave the building via the stairs. Do not carry items with you (e.g., coffee cup) while in exiting the building.
- Report to the evacuation assembly location.
- If you encounter smoke, consider taking an alternate stairwell/exit.

- Heat and smoke rise, leaving cleaner air near the floor. Crawl under smoke.
- Call Fire Services at 9-1-1 regardless of the size of the fire. Never assume this has been done. Memorize your workplace address so you can provide it to Fire Services
- Re-enter the building after Fire Services has arrived, inspected, and given the all-clear.
- Let Human Resources know if you require assistance during an emergency evacuation. An individualized emergency response plan will be developed.

Most workplaces have portable fire extinguishers which can only extinguish small, contained fires, such as a fire in a wastebasket. If you have not been trained in the proper use of portable extinguishers, do not attempt to fight a fire. Even with proper fire extinguisher training, never fight a fire:

- If the fire is large or spreading
- If your escape route may be blocked by the spread of fire
- If you are not trained in the correct use of the type of extinguisher or

If you have fire extinguisher training and choose to fight a small fire:

- Call Fire Services first at 9-1-1
- Ensure everyone has evacuated or is leaving the area/building
- Only attempt to extinguish a small fire



Fire Prevention Tips for a Safer Workplace

- Report to Management or the Joint Health and Safety Committee (JHSC) any electrical cords that have cracked insulation or broken connectors
- Avoid octopus wiring. Do not run extension cords across doorways or under rugs
- Avoid plugging more than one extension cord into an outlet
- Use only Agency-issued approved power bars
- Always turn off or unplug small appliances (e.g., kettles, coffee machines, toasters) at the end of each day
- Keep all hallways and exits clear of obstructions



Unwrap the letters to find the Christmas word or phrase

- 1. ENLIST
- 2. DISPATCH DRUMS GIN
- 3. DRY BAN
- 4. MANS WON
- 5. CAN CAN DYE
- 6. BADGE RINGER
- 7. MICE PINE
- 8. BLESSING KIT PAN
- 9. IVY TITAN
- **10. KING SCOT**

3

Peel Institute of Research & Training (PIRT) Updates

Monica Riutort Director, Peel Institute of Research & Training

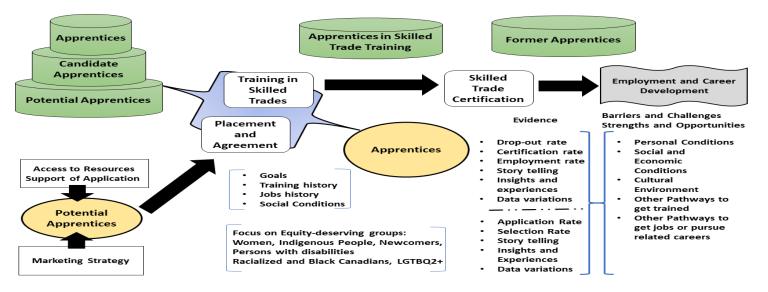
The Peel Institute of Research and Training has been engaged in the Peel Family Pathwavs Project funded by Tamarack Institute. The goal of this project is to develop a family needs framework that will aid in increasing access to services and meeting the complex needs of newcomer families. Four focus groups with mothers, fathers, adolescents, and service providers were done to attempt to get understanding of the challenges face by newcomer families.

The Peel Institute of Research and Training conducted four indepth interviews with participants from our skilledtrades apprenticeship program. We are thrilled that women are succeeding in the trades, however, participants struggled with workplace harassment from their male colleagues. "I rejected my manager's invitation for a date, and he started treating me poorly", says one woman. PIRT is working to improve the culture surrounding women in the trades.

"I find that with a lot of clients who are referred to me, that mental health is not even on their radar at that time. It's more, let me secure the necessities of life – housing, food, shelter, work". - Crisis Counsellor



One of the main tasks of the PIRT is support the work of FSP projects by collecting, analysis statistical data and prepare impact evaluation for specific project. Here are examples of this work. The Region of Peel has become more culturally diverse during the last 10 years with a total increase of 68.82% of visible minorities.



Evaluation framework for the Bridging Skills Trade Program: Is based on identifying barriers and challenges in apprentice training and the assessment of cultural changes in small and medium-sized enterprises to facilitate a respectful, inclusive, and supportive workplace. Additionally, PIRT has submitted proposals to receive funding for the following projects: Senior's Round Tables and Theatre, Building Accessible Communities, Investing in Women's Future and Women in Skilled Trades. We look forward to implementing these projects throughout 2023.



TAPS Public House

Marijoy Malabanan

Program Manager, Developmental Services

Warmer days may be nonexistent for the next little while; however, warm comfort food always remains. As you may be aware from my previous food blogs, nothing warms me up like a heart-warming and soul-loving meal! I recently discovered a restaurant that serves delicious food in a fun vet relaxed atmosphere. Most importantly, they provide a lot of my favorite food and is located right here in Mississauga. Whether you are coming with friends or family for a quick bite or celebrating the holidays with some delicious drinks, it is a friendly and lively restaurant to visit in the Meadowvale area.

Here are some of the tasty dishes I had the privilege of trying and a must if you go!

 The Platter – as a foodie who loves to sample and taste everything, this was heavenly calamari fritti and crunchy fries. It was truly divine!

- Fig and Brie Pizza served with evoo, light mozzarella, fig jam, brie cheese, balsamic, arugula and flaky salt. You better "brie-lieve" this was delicious!
- Truffle Mushroom Ravioli mushroom stuffed ravioli served with white truffle oil, parmesan and bathed in a nutty white truffle cream sauce. There was so "mushroom" in my tummy for this one!

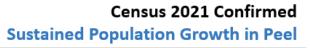
This place has an awesome vibe from the minute you walk into the minute you have your last bite. I really enjoyed the food, the portions, and the price. If you have a chance to visit this fantastic place, I truly to recommend that you get to it! Happy holidays and as always happy eating!

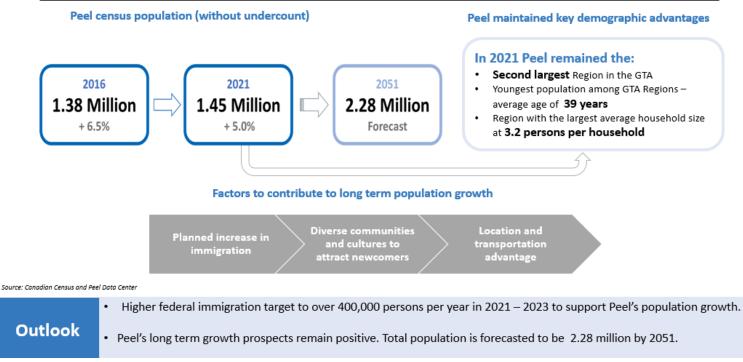
The recent release from the Canadian Cancer Society reports that over 1.5 million people in Canada are living with or have lived with cancer

According to the 2022 Canadian Cancer Statistics special report on prevalence of cancer in Canada:

- The number of people who are living with and have lived through cancer continues to increase with an approximate 1.5 million people in Canada.
- It is estimated that, 233,900 people will be diagnosed with cancer in 2022.
- 1 in 24 people in Canada have been diagnosed with cancer in the last 25 years.
- Breast, prostate and colorectal cancers are the most prevalent types of cancers. Combined, they account for almost half of all prevalent cases.
- Bladder, liver and esophageal cancers are three times more prevalent in males than females, while thyroid cancer is three times more prevalent in females.

Peel Economic Performance & Outlook





Record High Residential Resale Activities in Peel

\$952.710

Durham



Source: Toronto Real Estate Board

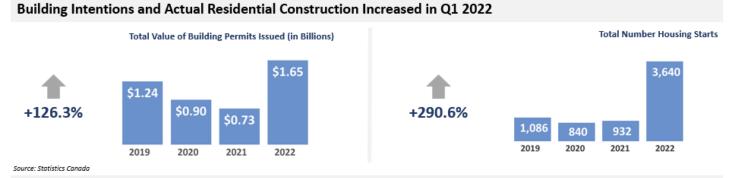
Outlook

Construction activities have started to respond to the shift to a higher interest rate environment.

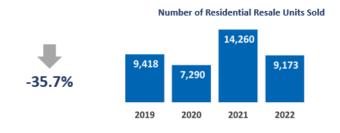
 Underlying factors such as the planned increase in immigration, population growth and labour market improvements are expected to support residential construction activities over the long-term.

A Changing Economic Environment Influenced

Mixed Changes in Key Construction Indicators in Peel



Residential Resale Activities Slowed in the First Half of 2022



Average Price of Residential Resale Unit Sold (\$ Millions)



Source: Toronto Real Estate Board

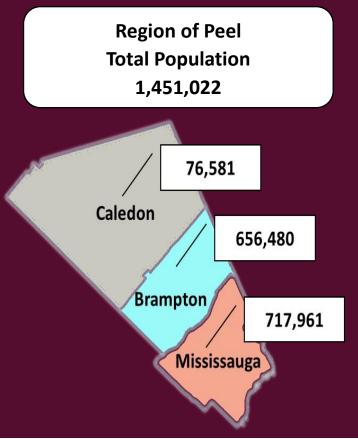
Peel has the highest proportion of immigrants in the province, with 18% of Ontario's immigrant population living in Peel region. As per the <u>2021 Peel census data</u>, 51.8% of Peel's population are immigrants.

Mississauga has the largest proportion of Peel's immigrants; 53.2% of its population are immigrants, followed by Brampton (52.9%) and Caledon (29.2%). However, Mississauga has the lowest growth in immigration. Since 2016:

- Mississauga's immigrant population declined by 1%
- Brampton's immigrant population grew by 11%
- Caledon's immigrant population grew by 36%

Top countries of birth

Of the total population of immigrants in Peel region, 64% were born in Asia. India is the top country of birth for immigrants across all three Peel municipalities, representing 46% of the province's 495,750 immigrants from India.



7

Homelessness and Mental Illness

Maria Zigouris

Director, Client Services

More than 235,000 Canadians experience homelessness every year, and 1 in every 5 Canadians experiences mental illness. These social problems exist on a grand scale across Canada, but the relationship between them remains poorly understood by many.

The general public commonly make unfair assumptions about people who experience homelessness, mental health challenges, or both. Examining the relationship between these conditions is essential for promoting more compassionate and effective approaches to each of them.



Risk Factors for Homelessness and Mental Health Challenges

Anybody can experience homelessness or challenges to their mental health. However, statistics indicate that specific demographics are more likely to experience homelessness than others. Some of these demographics include:

- Single adult men, who make up more than 47% of all unhoused people in Canada.
- Women, who account for 27.3% of Canadians experiencing homelessness.
- Youth between the ages of 13-24, who make up nearly 20% of Canadians without homes. Almost 30% of Canadian youth experiencing homelessness are LGBTQ2S.
- Indigenous people, who make up 4.3% of Canada's population but 28-34% of the people in homeless shelters.
- Veterans also experience high rates of homelessness, accounting for 2.2% of shelter populations. Most veterans in homeless shelters are adult men.

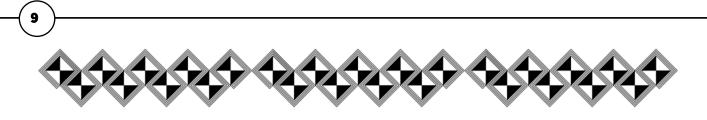
www.statscan.gc.ca

Homelessness & Mental Health: A Cyclical Relationship

For people struggling with existing mental illness, the stress of homelessness can make these challenges worse. Meanwhile, those who find themselves homeless for other reasons can experience new mental health obstacles due to their circumstances. Not all people who experience homelessness have previously struggled with their mental health, but homelessness can create mental health challenges for anybody. Therefore, efforts to improve outcomes for people experiencing homelessness must also include comprehensive mental health resources.

Fighting Homelessness Means Fighting for Mental Health

Ending the stigma around mental illness and providing greater access to mental health resources is critical to reducing homelessness in Canada. Likewise, preventing homelessness and providing comprehensive support for individuals and families who experience it is one of the most important ways to improve mental health for Canadians.



Family Violence Action Table Collaborative Forum

November 15, 2022, | Mississauga Grand Banquet Hall & Event Centre



The Family Violence Action Table Collaborative Forum was a gathering of not only leaders but frontliners of organizations from IPV and allied sectors. Here they identified a common framework that provides a standardized equity lens that is focused on prevention and intervention.

Here's the summary of the discussion in art form, which was done in real-time during the Forum.



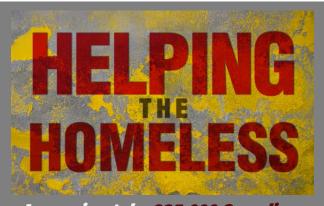
Annual SIL Picnic

Jasmeen Munday

Facilitator, Supported Independent Living (SIL)

Our annual Supported Independent Living picnic was a huge success! Staff and clients had an enjoyable time at the Mississauga Valley Community Centre Park on June 24, 2022. Thanks to our sponsors for creating a special day for the clients who were extremely pleased to spend the time with their workers. Thanks everyone who came and made this such a lovely event. An amazing opportunity to get together and to do something special for the people that we support.





Approximately, 235,000 Canadians experience homelessness each year

A simple solution to homelessness is housing.

Rapid re-housing intervention is needed to quickly connect people to housing and services. The Canadian Alliance to End Homelessness leads a national movement of individuals, organizations and communities working together to end homelessness in Canada. A good place to start for anybody who is homeless is to go to County Department of Human or Social Services, a nearby church, Social Service non-profit, the library or a food pantry.

Aleeya Islam Facilitator, Supported Independent Living

Toronto has the largest number of people who are homeless. Homelessness is a large social problem in Canada because of increasing living costs and loss of employment. There are many reasons why people become homeless in Canada. The reasons can include loss of employment, family break-up, family violence, poor physical health, substance abuse, mental illness, physical, sexual, or emotional abuse and lack of affordable housing.

If you would like to help a homeless person but do not feel comfortable approaching them and cannot contact your local nonprofit that serves the homeless, you may contact emergency services. They would be able to direct you to the appropriate resources for the situation. Situations when you may call emergency services include cases where a mentally ill individual is struggling on the street, an individual is having a psychotic episode, is a danger to themselves or others, is intoxicated, is in danger because of weather conditions or is engaging in unlawful drug activity.

FSP in the Community



Take Back the Night September 29, 2022



Healthy Living Aging Well Seniors Info Fair October 21, 2022



Family Violence Action Table Collaborative Forum

November 15, 2022



Appreciation from Tim Horton's

October 15, 2022

Answers: (1) Tinsel (2) Christmas pudding (3) Brandy (4) Snowman (5) Candy cane (6) Gingerbread (7) Mince pie (8) Pigs in blankets (9) Nativity (10) Stocking



What's Happening...

- FSP is a member of the Canadian Council of Women in Engineering, Science, and Technology (CCWEST), Family Services Ontario, Family Services Canada, and Ontario Nonprofit Network.
- FSP participates in the mulberry platform launched by the Ontario Association of Interval & Transition Houses (OAITH). This online information hub will contain information regarding a wide range of gender-based violence services.
- From November 25 (International Day for the Elimination of Violence Against Women) to December 10 (World Human Rights Day), we observe 16 Days of Activism Against Gender-Based Violence.
- FSP has been Nominated for Best Work in Women Empowerment Children Youth and Promoting Peace Award.
- Signed MOU with Skills Council of Canada to partner in their employment program.
- Various proposals are being developed including New Horizons for Seniors (theatre production on elder abuse), ESDC proposal for developmental sector (Life Skills Initiative and Investing in Women).
- FSP commemorates the following observances:
 - December:
 - 03 International Day of Persons with Disabilities
 - 06 National Day of Remembrance and Action on Violence Against Women
 - 18 Hannukah
 - 24 Christmas Eve
 - 25 Christmas
 - 26 Boxing Day
 - 31 New Year's Eve
 - January:
 - 01 New Year's Day
 - 02 International Day of Non-Violence
 - 24 International Day of Education
 - 27 International Holocaust Remembrance Day
 - February:
 - 01 Black History Month
 - 02 Groundhog Day
 - 04 World Cancer Day
 - 14 Valentine's Day
 - 15 National Flag of Canada Day / Flag Day
 - 20 Family Day
 - 27 World Non-Governmental Organization Day





Access the support you need to change your life.

https://fspeel.org | 905-270-2250 | fsp@fspeel.org Intake: 905-453-5775 | **TTY: 905-270-7357** Employment: 905-366-0322 | Apprenticeship: 437-332-2128

Our Mission

Through leadership, research, collaboration and innovation, we support families and individuals in Peel to transform their lives.

Our Vision

Transforming lives in Peel.

Our Values

Responsiveness Excellence, Leadership, Innovation Service Accessibility and Inclusion Partnership and Collaboration Engaging Community Client Driven Transparency

Follow our Social Media





300 - 5975 Whittle Rd., Mississauga ON, L4Z 3N1

SCAN ME



905-270-2250



https://fspeel.org



© Family Services of Peel. 2022.