



Family Services of Peel

est. 1971

Volume 15; Issue 1; February 2023



**Access The Support You Need
To Change Your Life**

Contents

- 02** *Message from the Executive Director*
- 03** *Meet Generation Z*
- 05** *Raising Your Children*
- 06** *Employment Ontario at FSP*
- 07** *Mental Health and Winter Mood*
- 09** *Piano Piano*
- 10** *Labour Shortage Trends*
- 11** *Peel's Labour Market Performance*
- 13** *Black History Month*
- 15** *Innovation in Progress*
- 17** *Developmental Services Housing Forum*
- 18** *Seniors Story in Peel*
- 19** *Apprenticeship Services*
- 20** *Anti-Black Racism Committee at FSP*

Editorial Board

Sandra Rupnarain

*Executive Director
Editor-in-Chief*

Angel Datu

*Executive Assistant
Member, Editorial Board*

Contributors

Maria Zigouris

Director, Client Services

Monica Riutort

Director, Peel Institute of Research & Training

Marijoy Malabanan

Program Manager, Developmental Services

Diana Matar

Program Manager, Employment Services

Aamna Hayat

Program Manager, Apprenticeship Services

Sam Doku

Chair, ABR Committee

Message from the Executive Director

Sandra Rupnarain
MDiv; AAMFT|RMFT|FELLOWS



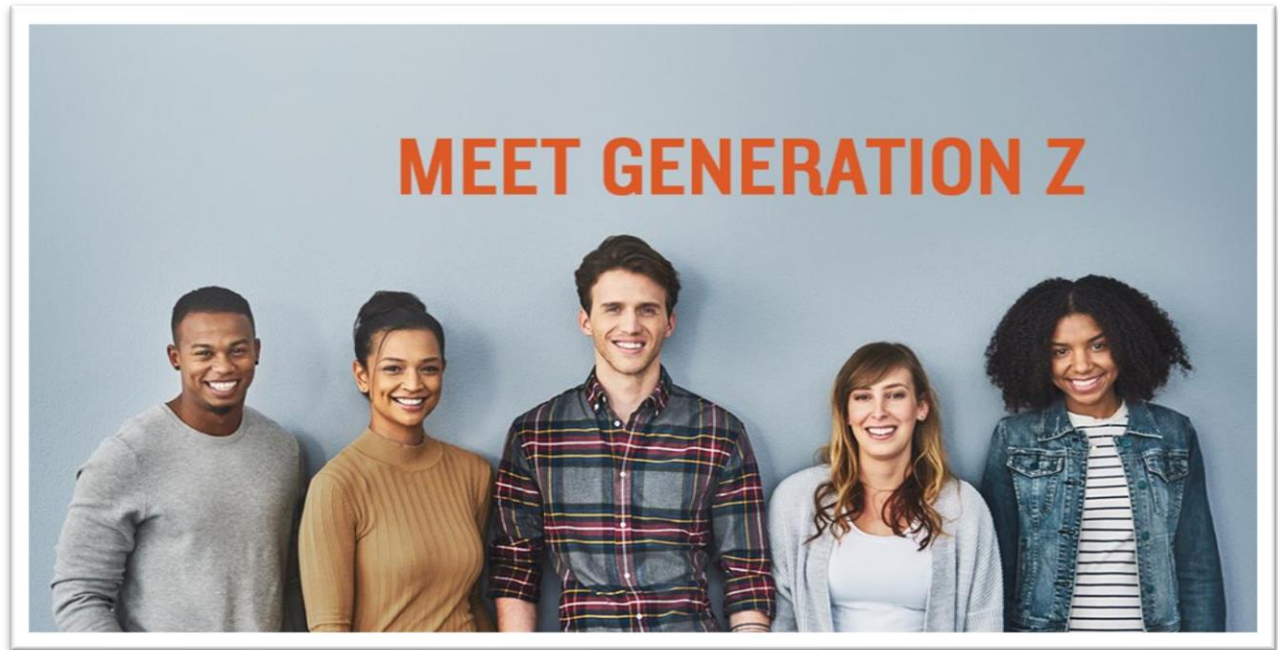
Generation in the Making

Born between 1995 and 2010, they are “racially and ethnically diverse, progressive and pro- government” according to Gen Z data from the Pew Research Center. They’re also sandwiched between millennials — born between 1980 and 1995 — and Generation Alpha which has members through 2025. Generation Z has emerged as a population increasingly worthy of attention, especially now as its older members are in their 20s and have become politically engaged.

SOME CHARACTERISTICS OF GEN-Z

Diversity is their Norm – They are more likely to have grown up amid diverse family structures — whether in a single-parent household, a multiracial household, or a household in which gender roles were blurred. As a result, they are less fazed than previous generations by differences in race, sexual orientation or religion.

“Digital natives” – While Millennials might be “digital pioneers,” who saw the explosion of technology and social media, Gen Z was born into a world of peak technological innovation — where information was immediately accessible and social media increasingly pervasive. These technological advancements have both positive and negative effects. On the plus side: an abundance of information is at their fingertips, allowing Gen Zers to access a broad range of knowledge and be proactive in their learning. On the other hand, too much screen time can compound feelings of isolation and lead to underdeveloped social skills.



Pragmatic and financially minded – While Millennials came of age during an economic boom, Gen Zers were shaped by the economic pressures their families and communities faced. Thus, they value the stability that comes with conservative spending, stable jobs and smart investments.

Mental Health Challenges – Gen Z, has been referred as the “loneliest generation,” as their endless hours spent online can foster feelings of isolation and depression. More time spent on devices means less time spent building relationships. Additionally, many young people fall prey to the “compare and despair” trap that social media presents.

Shrewd Consumers – Gen Zers rely on their tech savvy to make informed purchasing decisions. Their pragmatism leads them to explore and evaluate a range of options before settling on a product. In addition, they are more likely to be swayed by the recommendations of real-life users than by celebrity endorsements. They value personalized products and are drawn to brands who share views on political issues.

Politically Progressive – Most generations tend to be more left-leaning than the previous generation, and Gen Z is no exception. While Gen Zers look a lot like Millennials on many key issues, they are the most politically progressive generation yet. They are the generation most likely to see the advancement of LGBTQ rights; they agree that Blacks are treated more unfairly, that the government should play a greater role in solving problems and they are more likely to attribute climate change to human activity, as opposed to natural patterns.

Gen Z is still growing up, but as they continue to come of age, early signs indicate that they will grow into engaged, conscientious stewards of our world — by being socially-minded, independent thinkers, who recognize their responsibility in shaping a more equitable future for all.

Generations in the Region of Peel By Municipalities – 2021 Census

Mississauga

GenX
GenZ
GreatestGen
BabyBoomers
Millenials
InterwarGen
GenAlpha

Brampton

BabyBoomers
InterwarGen
GreatestGen
Millenials
GenX
GenZ
GenAlpha

Caledon

GenZ
GreatestGen
GenX
BabyBoomers
InterwarGen
GenAlpha
Millenials

Source: Peel Institute of Research & Training

GENERATIONS

Alpha

(Born 2013 – 2025)

Gen Z

(Born 1997 – 2012)

Millennials (Gen Y)

(Born 1981 – 1996)

Gen X

(Born 1965 – 1980)

Boomers

(Born 1946 – 1964)

Silent

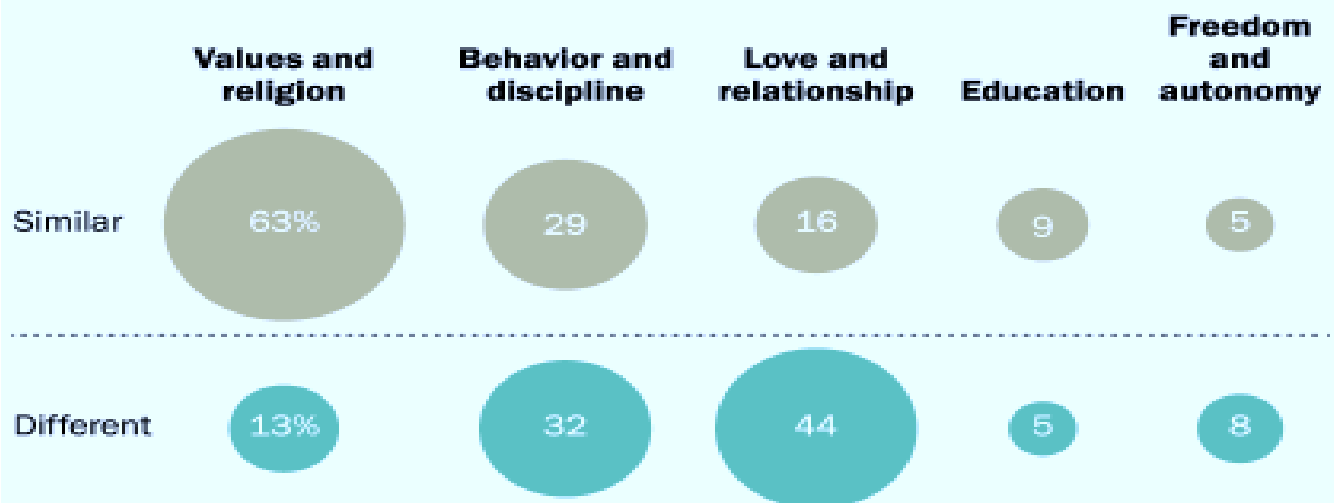
(Born 1928 – 1945)

Are You Raising Your Children from The Way You Were Raised?

The Pew Research Center in the USA conducted a nationwide research with over, 3,700 parents to see how parents are raising are their children and how their approach compares with the way their parents raised them. The question asked was “compared with how you were raised, are you trying to raise your children in a similar way or a different way?”

How parents say they are raising their children similarly to or differently from their own upbringing

Among parents who are raising their children in a similar or different way from how they were raised, % who give an answer that falls in each category



Note: Share of respondents who didn't offer an answer not shown.

Source: Survey of U.S. parents conducted Sept. 20-Oct. 2, 2022.

PEW RESEARCH CENTER

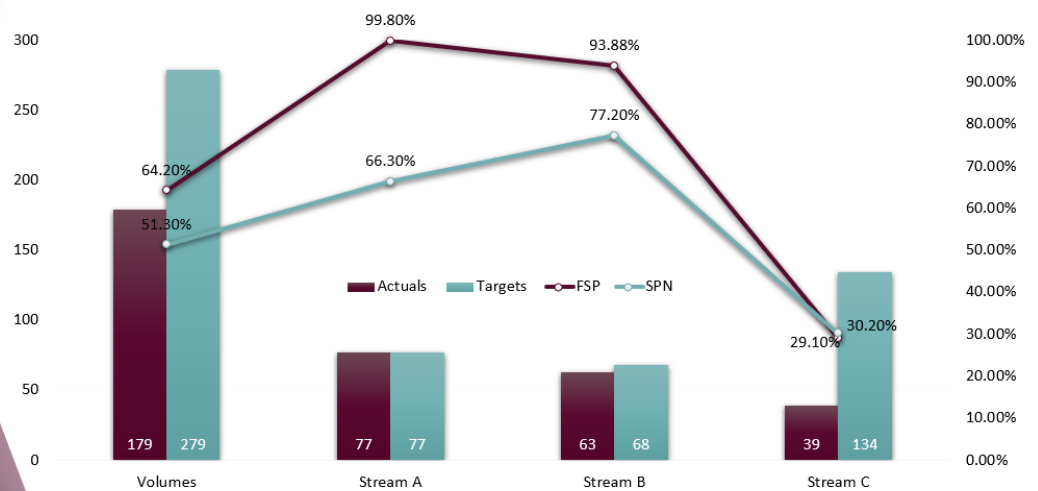
Overall, 43% of parents say they are raising their children similarly to how they were raised and 44% say they are trying to take a different approach. About one-in-ten parents (12%) say they are neither trying to raise their children similarly to nor differently from how they were raised. Five distinct themes emerged when asked in an open-ended question to describe the specific ways in which they are raising their children. Among parents who say they are raising their children similarly to how they were raised, the dominant theme focused on values and beliefs that are important to their family. For those who are taking a different approach to parenting compared with their own upbringing, a focus on **love and their relationship** with their children was the most common theme.

Employment Ontario at FSP

Diana Matar

Program Manager, Employment Services

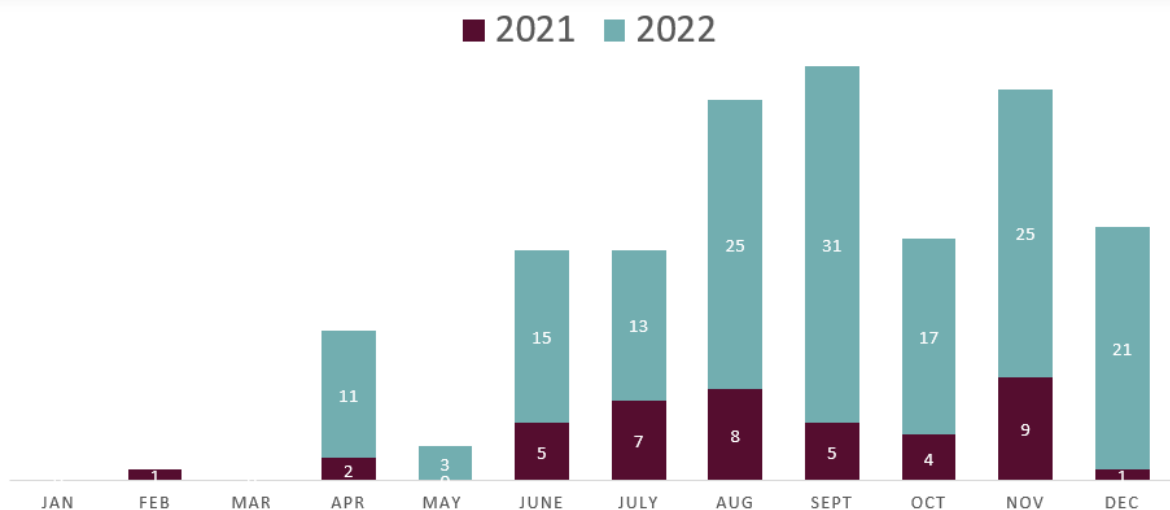
EMPLOYMENT ONTARIO Clients Served



Employment Ontario's transformation commenced in 2021 and is now funded by WCG.

We offer (1) job coaching and job matching services; (2) trainings such as employability skills, better jobs Ontario, external resources; (3) community referrals and services integration: OW, ODSB, Bromwich & Smith, Social Services; (4) employers' engagement: broker incentive agreements, networking and connections with apprenticeships; and (5) expenditures to eliminate barriers to work.

CLIENT SERVED SUCCESS PLAN



Mental Health and Winter Mood

Maria Zigouris

Director, Client Services



Seasonal Affective Disorder (SAD) sometimes known as "winter depression" because **the symptoms are usually more apparent and more severe during the winter.**

How does winter affect mental health?

The reduced level of sunlight over the winter months may cause SAD.

This decrease in sunlight may disrupt the body's internal clock and lead to feelings of depression. A drop in serotonin, a brain chemical

(neurotransmitter) that affects mood, might play a role in SAD. According to the National Institute of Mental Health, sunlight plays a role in regulating serotonin production. Levels can get thrown off when the days get shorter. In people with SAD, a lack of sunlight and a problem with certain brain chemicals stops the hypothalamus working properly. The lack of light is also thought to affect the production of the hormone **melatonin**. In our bodies, **light functions to stop the production of the sleep hormone melatonin**, making us wake up. "It's thought that SAD sufferers are affected by shorter daylight hours in the winter, producing higher melatonin, causing lethargy and symptoms of depression." For many, the winter season can also cause an increase in anxiety symptoms due to **reduced sunlight and colder temperatures**. It can be difficult to cope with the decrease in energy and motivation during this time, leading to feelings of depression and anxiety.

What age does seasonal depression start?

SAD affects women more than men, though researchers aren't sure why. About 10% to 20% of people in America may get a milder form of the winter blues. It tends to start in young adulthood (usually **between the ages of 18 and 30**).

What are the signs and symptoms of SAD?

- Feeling depressed most of the day, nearly every day.
- Losing interest in activities you once enjoyed.
- Experiencing changes in appetite or weight.
- Having problems with sleep.
- Feeling sluggish or agitated.
- Having low energy.
- Feeling hopeless or worthless.
- Having difficulty concentrating.

Mental Health and Winter Mood

Low levels of vitamin D, caused by low dietary intake of the vitamin or not enough exposure to sunshine, have been found in people with SAD. However, **it's unclear whether vitamin D supplementation can help to relieve SAD symptoms**. Very little research has been done on dietary supplements other than vitamin D for SAD.

Managing Winter Blues

- Exercise. Bundle up for a walk, swim indoors, or head to the gym. Research has shown that a daily one-hour walk in the middle of the day could be as helpful as light treatment for coping with the winter blues.
- Check your vitamin D levels.
- Keep up healthy eating and sleep habits.
- Have a support system and stay connected.
- Take up a new hobby.
- See your friends and family.
- Meditate and be mindful.
- Keep to a routine.
- See a therapist.
- Seek medical attention.

Source: CAMH

Mental Illness Stats

- In any given year, 1 in 5 Canadians experience a mental illness
- By the time Canadians reach 40, 1 in 2 have – or have had – a mental illness
- 39% of Ontario high-school students indicate a moderate-to-serious level of psychological distress (symptoms of anxiety and depression). A further 17% indicate a serious level of psychological distress
- Mental illness can cut 10 to 20 years from a person's life expectancy
- About 4,000 Canadians per year die by suicide – an average of almost 11 suicides a day
- In Ontario, about 4% of adults and 14% of high-school students report having seriously contemplated suicide in the past year
- More than 75% of suicides involve men, but women attempt suicide 3 to 4 times more often

Piano Piano

Marijoy Malabanan

Program Manager, Developmental Services

If you are familiar with Piano Piano, you are well aware of the deep-seated soulfulness and sensuality this Italian restaurant offers. Not only is the food exquisite but the vibe and atmosphere are warm, homey yet sophisticated. Fortunately for me, more locations are opening up much closer to us in Peel and you can find this pink structure that serves delectable cuisine, in downtown Oakville just a city over.



© <https://www.instagram.com/pianopianootherrestaurant/>

As you know by now through all my food blogs, you know my favourite way to dine is to be able to try an assortment of foods a restaurant has to offer – and Piano Piano provides a family style menu that offers just that! This \$65 meal includes a selection of scrumptious delicacies that you and your loved ones can all share and enjoy. The family style menu includes a choice of two appetizers, from a selection of spicy manila clams served with parsley, lemon garlic, basil, and focaccia; chopped salad with olives, feta, Brussel sprouts, oregano, salami and crispy polenta; Caesar salad with bacon and white anchovy; or the chili garlic aioli calamari.

You are then served with two types of pastas which are their canestri all vodka – a spicy tomato pasta, and truffle scented oyster mushroom cavatelli. Then, you are provided with their pepperoni, chili and fennel pizza and their roasted mushroom, arugula and garlic pizza. I kid you not, you will be full by this time in the meal. However, the flavours are impeccable that it is tough to not eat more!

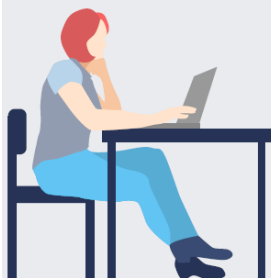
Shortly after, they bring out the mains which include their veal parmigiano served with spicy soppressata and grilled octopus accompanied with romesco, potato and herb salad. And of course, a meal is never complete without dessert. The restaurant then serves their ginger flavoured carrot cake served with vanilla ice cream, rum raisin and salted caramel; and the lemon cheesecake with vanilla lemon curd. At my recent visit they provided us with their in-house tiramisu in replace of the cheesecake and I was definitely not disappointed with that!

If this line of food is too much, they of course have a plethora of other menu items you can enjoy individually! If you love Italian food as much as I do, I recommend you try this lovely place! Your tummy will thank you! Wishing you a superb spring ahead and, as always, happy eating!

Labor Shortage Trends in Canada

LABOUR SHORTAGE TRENDS IN CANADA

The unemployment-to-job vacancy ratio in Canada is at a historical low, amid a record tight labour market.

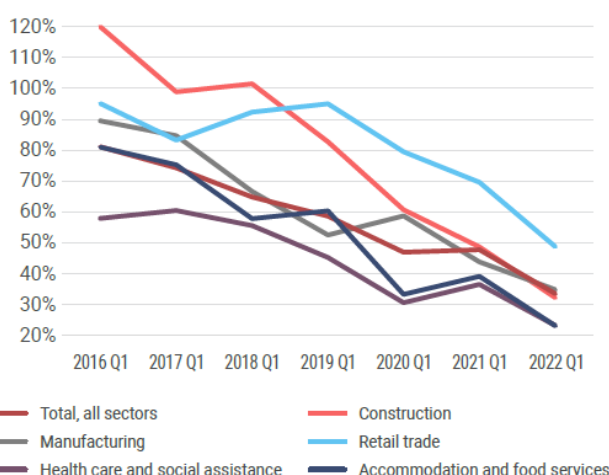


UNEMPLOYMENT-TO-JOB VACANCY RATIO



THE UNEMPLOYMENT-TO-JOB VACANCY RATIO HAS DECREASED IN EVERY PROVINCE AND IS LOWEST IN QUEBEC AND BRITISH COLUMBIA

ACROSS THE FIVE PRIMARY SECTORS DRIVING TOTAL JOB VACANCIES, THE RATIO OF NEW HIRES TO VACANCIES HAS BEEN TRENDING DOWNWARD



Source: Statistics Canada, Labour Force Survey and Job Vacancy and Wage Survey.
Notes: Data are not seasonally adjusted. The ratio of new hires to vacancies is the number of new hires as a proportion of vacant positions.

Labour challenges are impacting Canadian employers

- Recruiting skilled employees was expected to be an obstacle over the next three months for nearly two-fifths (36.9%) of all businesses, led by those in construction (49.5%), manufacturing (47.4%), and accommodation and food services (46.3%).



36.9%
All businesses



49.5%
Construction



47.4%
Manufacturing



46.3%
Accommodation and food services

Source: Statistics Canada, Canadian Survey on Business Conditions.

- In addition, shortage of labour force was expected to be an obstacle for over one-third (35.0%) of businesses, while retaining skilled employees was expected to be an obstacle for over one-quarter (27.6%).

Mismatches between the offered wage associated with vacancies and the reservation wage—the minimum hourly wage at which job seekers are willing to accept a position—may be contributing to the elevated level of job vacancies in certain sectors, particularly in retail trade and accommodation and food services. In sectors where the offered wage is above the reservation wage, such as in health care and social assistance, other factors may be at play to explain the labour shortage (e.g., population aging).



Peel's Labour Market Performance

Source: Region of Peel

Comparison is with annual data for 2020
Data Source: Statistics Canada - Labour Force Survey



Labour Force

945,400 persons

(persons who can work and are working or looking for work)



Employed Labour Force

850,000 persons

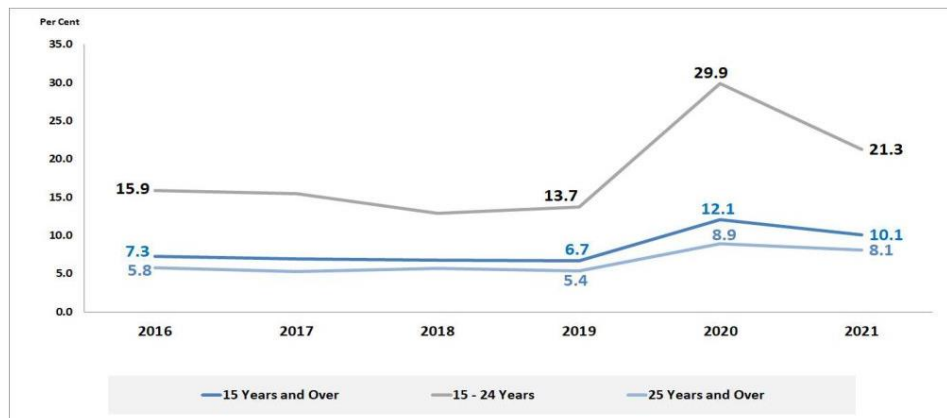
(persons who are working)

COVID-19 measures eased throughout 2021 and in response, Peel's labour market conditions improved. More residents entered the labour market in search of work, and total employment bounced back from a decline in 2020 to register its strongest growth in six years.

- Labour Force: +3.7 per cent
- Employment: 6.1 per cent

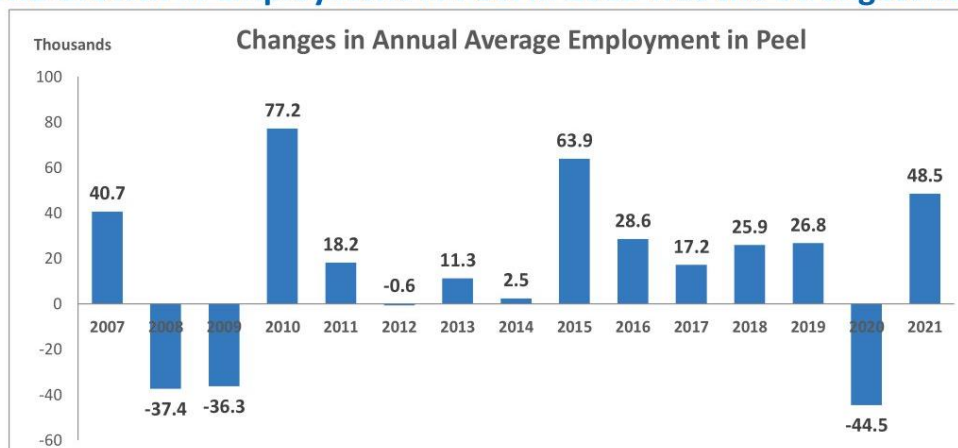
Peel's Annual Unemployment Rates Declined from Record Highs in 2020

Peel's Annual Average Unemployment Rates



- In response to higher employment, Peel's annual average unemployment rate fell in 2021, but consistent with post-recession trends, the rate remained elevated.

The Growth in Employment in Peel in 2021 was the Strongest in Six Years



- As COVID-19 measures eased, employment in Peel's labour market rebounded in 2021, and was more than the loss of employment in the preceding year. As a result, total employment in 2021 exceeded pre-pandemic (2019) level.

Unemployment Rates by Age Group

Age Groups	Unemployment Rates	Year-Over-Year Changes (in percentage points)
15-64	10.1%	-2.2
25-64	8.1%	-0.9
20-24	20.9%	-6.0
15-19	22.2%	-14.3

Change in Employment by Type

Full-time



Total: 717,800 persons
up by 4.5%

Part-time



Total: 132,200 persons
by 15.1%

- All major segments of the labour market registered growth in employment in 2021. Part-time and youth employment which were adversely impacted by COVID-19 measures in 2020, led the increase in employment in 2021, but these increases were not enough to return employment in these two market segments to pre-pandemic (2019) levels.

Employment in both the Goods Producing and Service Sectors Rebounded in 2021

Employment by Major Industries

Goods-Producing Industries Total:

164,200 persons **up by 11.3%**



Manufacturing: **0.6%**



Construction: **43.0%**

Service Industries

Total: 685,700 persons **up by 4.8%**



Accommodation & Food Services: **-5.7%**

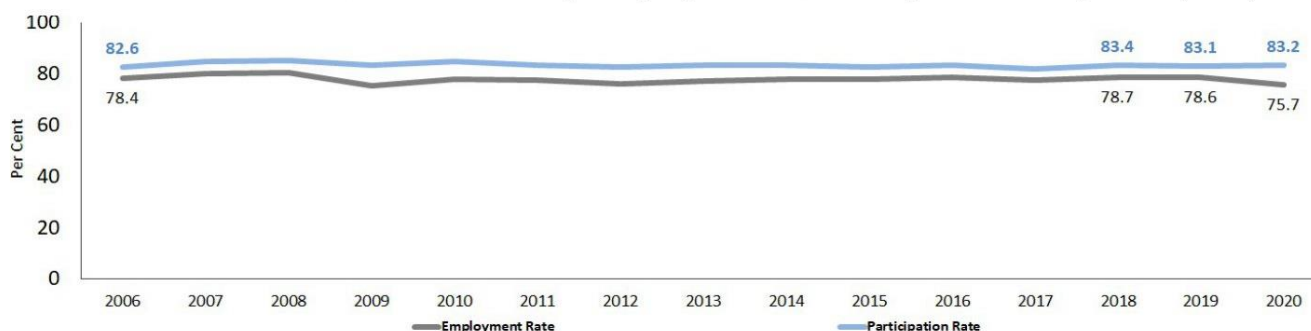


Transportation & Warehousing: **7.6%**

- Some sectors were more impacted by ongoing COVID-19 measures than others. Manufacturing showed little gain in employment, while accommodation & food services registered its second annual employment loss in 2021.

Participation Rate for Core Working Age Adults (25 - 64 years) Remained Stable in 2021

Peel's Annual Average Employment and Participation Rates (25 - 64 years)



- Despite COVID-19 restrictions throughout 2021, many Peel residents in the core age group remained in the labour market in search of employment, keeping participation rate relatively stable.

Black History Month

As we honor the legacy of Black Canadians this month, let's find out more about some of them who helped shape Canadian history since the early 1600s.

According to historical records, the first documented Black person to arrive in Canada was not a slave.

Mathieu Da Costa was a Black African interpreter for Dutch and French explorers and traders in the early 1600s, and worked as an interpreter for Indigenous peoples in North America.



© <https://blackhistory.com/>



© <https://amazingwomeninhistory.com/>

Canada's first female publisher was a Black woman.

Mary Ann Shadd became the country's first female publisher with her newspaper, *The Provincial Freeman*.

Canada's version of Rosa Parks was **Viola Desmond** who was arrested for sitting in a seat that was reserved for white people in the Roseland Theatre in Nova Scotia in 1946. Her courage inspired a wider civil rights movement.

In December 2016, it was announced that Viola would be the first woman (other than the Queen) to be featured on a Canadian banknote, which went into circulation in November 2018.



© <https://rbcwealthmanagement.com/>

Every February, people across Canada participate in **Black History Month** events and festivities that honors the legacy of Black Canadians. While progress has been made to eliminate racism, there is still a long way to go. Former Senator Donald H. Oliver pointed out that, "systemic anti-Black racism is still here in all forms."

Black History Month

Source: Statistics Canada, Black History Month...by the numbers, 2023.



There are over 1.5 million Black population in Canada from a reported 349,000 in 2016, accounting for 4.3% of Canada's total population.

Overall, the Black population in Canada reported more than 300 ethnic or cultural origins. The four most frequently reported origins are African, Jamaican, Haitian, and Canadian.

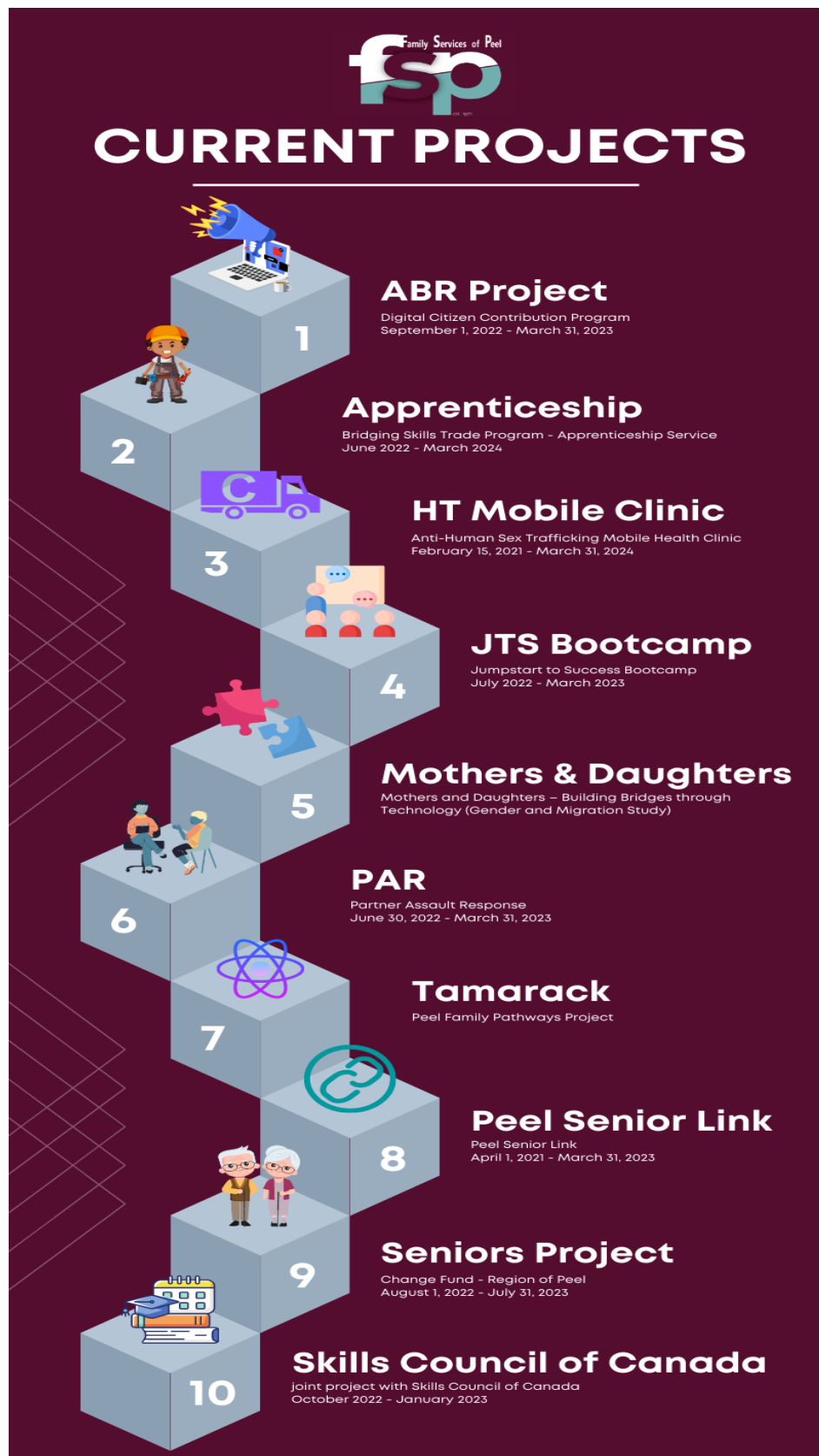


Nearly 1/3 (32.4%) of the Black population aged 25 to 64 years had a Bachelor's degree or higher, up from 27% in 2016.

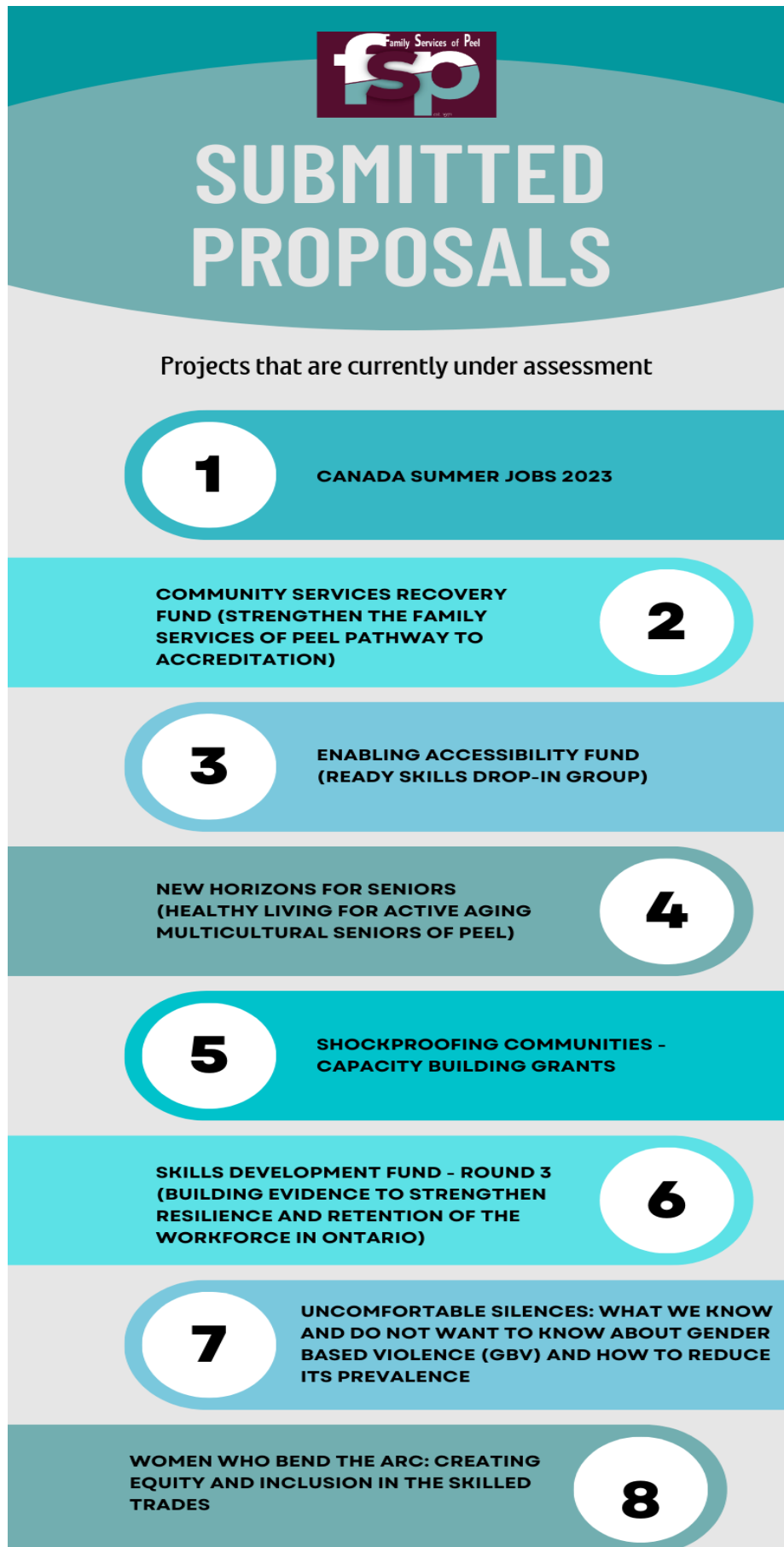
As of December 2022, 66.6% of Black Canadians aged 15 and older are employed.



Innovation in Progress



Proposals tendered last 3 months



Developmental Sector Housing Forum

Marijoy Malabanan

Program Manager, Developmental Services



Peel's First Developmental
Sector Housing Forum
March 8, 2023 9am-1:30pm
(Light Breakfast and Lunch provided)
Mississauga Grand Banquet and Event Centre

To register please use link below
<https://www.eventbrite.ca/e/519948288327>

Come join us as we look to help rethink and
reshape the landscape of housing for
Individuals with Developmental Disabilities
and their Families

We look forward to seeing you there!

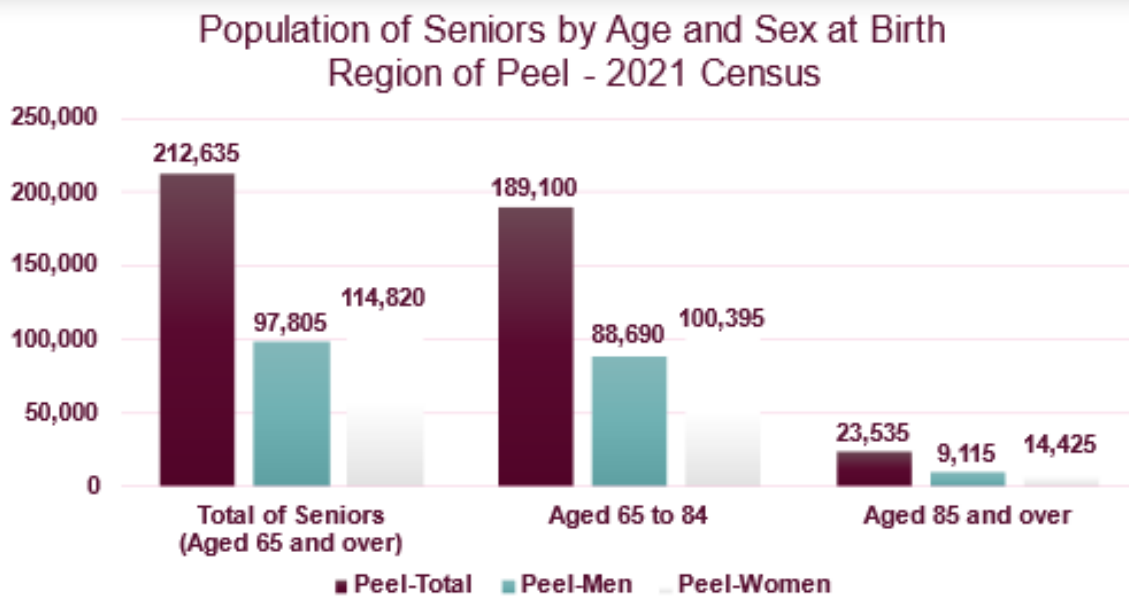
A subcommittee of the Peel Developmental Services Planning Group, where FSP is a member, will host the Peel Developmental Services Housing Forum, which is intended to bring together people with developmental disabilities and their families alongside agency and community partners. This includes decision makers, developers, as well as self-advocates and family members, to highlight the housing crisis which exists for the developmental services sector. They are expecting approximately 200 people to attend in person and virtually.

Without affordable and appropriate options, people with developmental disabilities often remain at home with their aging caregivers or are homeless or live in shelters and other inappropriate settings. While the same can be said for other Peel residents, those with developmental disabilities are at an increased disadvantage in securing housing due to their many other vulnerabilities.

Seniors Story in Peel

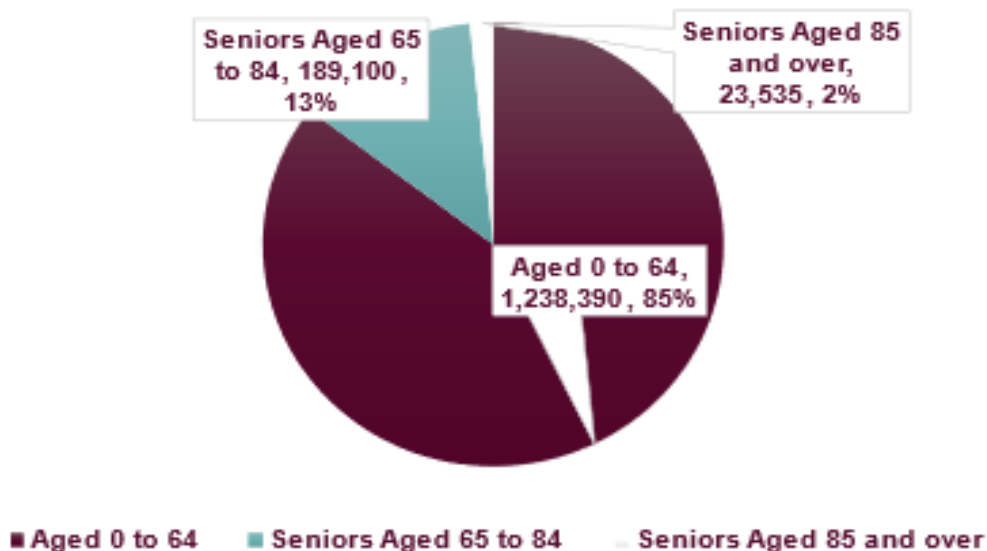
Source: Peel Institute of Research & Training

Seniors in the Region of Peel



Number and Proportion of Seniors

Region of Peel Population - 2021 Census



Apprenticeship Services

Aamna Hayat

Program Manager, Apprenticeship Services

The Family Services of Peel Apprenticeship Services Program has been awarded a grant to support Small to Medium-sized Enterprises (SMEs) in their efforts to hire first-year apprentices in the manufacturing and construction Red Seal trades across Canada. The Program offers financial incentives of up to \$20,000 and other support to address the shortage of skilled trades workers in Ontario. This initiative provides a valuable opportunity for businesses to train the next generation of workers, which helps them secure their future. Enrolling an apprentice attracts higher-quality applicants and results in lower costs than hiring a fully trained worker. The program provides grants for small to mid-size businesses.

Our Apprenticeship Services Program has a proven track record of success, providing individuals with the skills and knowledge necessary to succeed in their careers. Our apprentices receive hands-on experience and technical skills training from experienced professionals and are offered mentorship and guidance throughout the program. Our apprentices have a direct path to employment; many are offered full-time positions with the company without prior trade experience. We provide the essential training necessary, one-to-one mentorship, a detailed explanation about the various trade and coaching with math assessment, and get into trade for free.

In addition to benefiting individuals, our Apprenticeship Services Program also positively impacts the communities we serve. Our apprentices can participate in community service projects, which helps build a stronger community and provides them with a sense of purpose and fulfillment.

We are proud of the achievements of our apprenticeship program and the positive impact it has had on individuals and communities. We have over 100 followers on LinkedIn and Instagram and are constantly seeking new opportunities to help clients and employers succeed. At the Family Services of Peel, we are committed to continuing to offer this valuable opportunity for individuals to earn. At the same time, they learn and build a bright future for our communities.



Anti-Black Racism (ABR) Committee at FSP

Sam Doku

Chair, ABR Committee

The ABR Committee was established one year ago.

Vision: To support the identification and elimination of barriers faced by Black communities, and to recommend community and agency engagement to help improve access to services and programs.

Mission: To ensure the interests and needs of Black communities are reflected in agency programs and service delivery, as well as, to identify emerging issues and trends of significance to black communities in relation to the region's services and programs, and to help spread the importance of understanding racism as well as its impact on individuals and society.

Purpose: The Committee will enjoy a collaborative, cooperative and cohesive relationship with community partners and stakeholders to ensure the progressive achievement of the stated Mission and Vision.

The ABR Committee was successful with a proposal to the Federal Government Digital Citizen Initiative - Digital Citizen Contribution Program (DCCP). The goal was to examine race and online disinformation to examine the behavioral and psychological underpinnings of the spread of disinformation and other harmful content in Canada as it relates to black youth, and to create new and innovative ways to combat racism.

Research showed the following:

- That black youths were often categorized as criminal, anti-intellectual, lazy, and inclined towards athletics.
- There were differences based in gender, with black boys often being categorized as lazy and predisposed to violence, with black girls often being perceived as loud/goofy with attitude problems.
- It was determined that the stereotype of athleticism heavily impacted the educational experiences of Black youth.
- The automatic assumption that Black youth were anti-intellectual and naturally athletic was cited as being present throughout the PDSB. Teachers and coaches were found to give Black youth more attention and resources for their athletic pursuits than academic ones.
- The findings showed microaggressions had significant negative mental health impacts on Black youth. These included stress, anger, and low self-esteem, which sometimes developed into severe mental health disorders, including depression, anxiety, and post-traumatic stress disorder (PTSD). Inadequate mental health services within the Region of Peel, combined with the stigma around mental health, exacerbated these issues.

In Memory of



Hazel McCallion was mayor of Mississauga for 36 years. She was first elected in November 1978, and went on to serve 12 consecutive terms as mayor; the longest-serving mayor in the City's history. She was acclaimed in 1980 and then re-elected in 1982 and 1985, acclaimed again in 1988 and re-elected in 1991, 1994, 1997, 2000, 2003, 2006 and 2010. She decided not to run in the 2014 election and stepped down on December 1, 2014. After leaving politics, McCallion didn't put her feet up and retire. She authored a memoir in 2014 appropriately called *Hurricane Hazel: A Life With Purpose*.

Source: <https://www.mississauga.ca/hazel-mccallion-in-memory/>



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

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



SCAN ME



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



905-270-2250



<https://fspeel.org>

Equity Framework and Trauma Informed Approach

