



Family Services of Peel
est. 1971

Volume 15; Issue 3; September 2023

NEWSLETTER





Contents

- 3** Message from the Executive Director
- 4** Enhancing Workplace Safety and Security
- 5** Understanding Misinformation and Disinformation in the Media and Their Impact on Black Youth in Peel Region
- 6** An Advocacy Strategy to Address Elder Abuse in Peel
- 7** Navigating Modern Times: The Essence of Financial Literacy
- 8** Economic Recovery Strategies through Employment Projects
- 9** Peel Family Pathways Project
- 10** Data: The Voice of the People and the Rhythm of the Service
- 11** Discovering Ikigai: The Path to a Fulfilling Life
- 12** Ethical Use of AI in the Workplace
- 13** FSP Photo Gallery

FSP QUARTERLY NEWSLETTER: Volume No. 15 Issue No. 3

EMAIL SUBSCRIPTION: fsp@fspeel.org | LETTERS TO THE EDITOR: srupnarain@fspeel.org

DESIGNED AND PUBLISHED AT: 5975 Whittle Rd., Mississauga, ON L4Z 3N1.

Reproduction in any manner, in whole or part, in English or other languages, is prohibited.

All rights are reserved.



Message from the Executive Director



Sandra Rupnarain

MDiv; AAMFT|RMFT|FELLOWS

FSP ON THE GO

ONCA

On October 19, 2021, Ontario's Not-for-Profit Corporations Act (ONCA) replaced Ontario's Corporations Act (OCA) as the law that governs most nonprofits incorporated under Ontario law. Nonprofits have three years to comply with ONCA when their letters patent and bylaws will be valid if they comply with OCA. *As an organization, we would like to utilize the full potential of this new Act by taking advantage of its new flexibilities and opportunities.*

CHARITABLE GIVING

Charitable giving across Canada has fallen to a historical low, a downward trend that began twenty years ago and accelerated by the pandemic now exacerbating an affordability crisis. Consequently, nonprofits receive fewer donations and support more Ontarians than ever before, putting additional pressure on programs and services.

According to National Data:

- Canada Helps' [The Giving Report 2023](#) - the percentage of people who donated to charities dropped from 35% to 28% from 2010 to 2022 among individual households.
- Imagine Canada's [2022 Holiday Giving Survey](#) - the average pre-holiday charitable donation in 2022 was \$182, down 20% from the average contribution of \$221 in 2021.
- Fraser Institute's [2022 Generosity in Canada Index](#) - 20 years tracking found that the percentage of Canadian tax filers who donated to charity fell to 19.1 % in 2020 from 25.5% in 2000.

A survey from the Charity Insights Canada Project (CICP) showed that as of May 10, 2023, decreases in all forms of revenue were reported by registered charities in Canada, with the steepest decreases seen in event-based fundraising (40% of responses) and individual contributions/donations (31% of responses). In their June 24, 2023 survey, 34% of charities reported decreased donor levels. *As a nonprofit organization, we must consider new ways to diversify revenue sources.*

RELEVANCE OF CONTEMPLATIVE CONSCIOUSNESS

Contemplative consciousness is about developing a more profound and intentional relationship with one's thoughts, emotions, and experiences, leading to greater self-awareness and a deeper connection to the present moment and the world around us. It involves cultivating a focused and open presence of mind, allowing one to observe thoughts, emotions, sensations, and experiences without judgment or attachment while opening new ways to see and understand, by refreshing the mind and spirit to accept the unusual and seemingly unconnected.

Contemplative practices can take many forms, including mindfulness meditation, loving-kindness meditation, Zen meditation, Christian contemplative prayer, and more. Research into the effects of contemplative practices has shown that they can have various psychological, physiological, and neurological benefits. Regular practice has been associated with reduced stress, improved emotional regulation, enhanced focus and attention, and even structural changes in the brain related to increased gray matter in areas associated with self-awareness and emotional regulation.

To understand the relevance of contemplative consciousness, it is helpful to see that faith and belief are two distinct ways of seeing: although they cohabit and tread on each other's toes all the time. I would say faith is our capacity for commitment, endurance, transcendence of self-interest, and love. Belief is how we articulate the reasons and values for acting in a particular way. At the end of his life, the disillusioned philosopher Martin Heidegger came to believe that philosophy was finished and that in the age of the new 'technicity,' only a god can save us.

Contemplative consciousness dispels the grip of this kind of disillusion and the pessimism it engenders with clarity of mind grounded in a verifiable, if not easily measurable, experience that generates only realistic expectations. The knowledge that arises in contemplation is distinct from that achieved by the scientific method, but they are compatible, complementary, and as necessary to each other as the two hemispheres of the brain. Contemplative knowledge is 'advaitic,' that is, non-dualistic, free from the subject-object category. Therefore, it sometimes looks nonsensical or flaky to the rational mind. But it is also silent, simple, loving, and personally fulfilling, making us happy.

Enhancing Workplace Security: Vital Tips

Maintaining a safe and secure physical office environment is paramount to the well-being of employees and the protection of sensitive information. By implementing a few key measures, businesses can create an atmosphere that fosters productivity and peace of mind.

1. **Access Control:** Control entry points to the office by implementing access cards, key codes, or biometric systems. This prevents unauthorized individuals from gaining entry and enhances overall security.
2. **Surveillance Systems:** Install surveillance cameras in strategic areas to deter potential threats and monitor activities. Visible cameras act as a deterrent, while discreet ones can aid in identifying incidents.
3. **Emergency Plans:** Develop and communicate clear emergency evacuation plans, ensuring all employees know exit routes and assembly points. Conduct regular drills to familiarize everyone with emergency procedures.
4. **Visitor Management:** Require visitors to sign in and wear identification badges. This helps differentiate between employees and guests and enhances overall accountability.
5. **Secure Equipment:** Lock laptops, desktops, and other valuable equipment when not in use. This prevents unauthorized access and reduces the risk of theft.
6. **Fire Safety:** Install smoke detectors, fire extinguishers, and sprinkler systems. Conduct regular maintenance checks to ensure they are functioning properly.
7. **Cybersecurity Awareness:** Educate employees about the importance of physical cybersecurity. Remind them not to share sensitive information openly and to lock their computers when away from their desks.
8. **Adequate Lighting:** Ensure well-lit spaces both inside and outside the office. Adequate lighting reduces the risk of accidents and deters potential intruders.
9. **Secure Document Storage:** Store sensitive documents in locked cabinets or secure rooms. Implement a document retention policy to ensure the safe disposal of confidential information.
10. **First Aid Supplies:** Keep well-stocked first aid kits in easily accessible locations. Provide training on basic first aid to designated employees.

By prioritizing safety and security in the physical office, businesses create an environment where employees can work confidently and focus on their tasks. Regular reviews and updates of security measures ensure that the office remains a safe space, fostering a sense of well-being and productivity.

Understanding Misinformation and Disinformation in the Media and Their Impact on Black Youth in Peel Region

Peel Institute of Research and Training

The Peel Institute for Research & Training conducted this project funded by the Digital Citizen Contribution Program of Canadian Heritage.

The project highlighted issues faced by Black youth in the Region of Peel stemming from media portrayals of Black people resulting in microaggressions, stereotyping and systemic discrimination. The Region of Peel is highly diverse and racialized, yet this is the first in-depth review of microaggressions in the Black community. As the Black population represents Peel's second largest visible minority, we gathered rich data across social media and academic literature on the frequency and severity of microaggressions.

In addition, demographic data was collected about the Black population in Mississauga, Brampton, and Caledon, which can help determine the locations for culturally relevant services that will reduce accessibility gaps, particularly in mental health services. Mainstream and social media produced significant misinformation and disinformation about Black individuals in the Region of Peel.

No adequate measures exist to reduce or combat racist rhetoric or discourse online. Systemic issues were cited as one of the biggest concerns faced by the Black community. Compared to other communities in the Region of Peel, the Black community faces challenges with housing, employment, education, health, and police discrimination.

Similarly, the misinformation and disinformation in media directly impact Black youth's opportunities when seeking higher education and employment opportunities. These media portrayals result in Black youth experiencing racial microaggressions, stereotyping, exclusion and discrimination, impacting their success opportunities. Despite these vulnerabilities, the Black community continues to grow, demonstrating resilience and optimism.

A wealth of resources are available that can guide institutions at all levels in making the appropriate changes to create equity for the Black community. However, these resources are rarely consulted when developing programs and services for Black people. A lack of knowledge integration results in the needs of Black individuals being disregarded, unintentionally or intentionally.

We hope this project contributed to the awareness of the types of misinformation and disinformation within the media so that individuals can recognize and combat harmful stereotypes as they see them. Additionally, we hope those within the education system and other regional institutions implement training and education to better educate about microaggressions and hold those who use microaggressions against Black youth accountable.

To conclude, the information gathered is a significant starting point for further research, workshops, and initiatives that will continue to provide education, challenge stereotypes, and increase the inclusion of Black youth within society.



Sam Doku
Project Coordinator

An Advocacy Strategy to Address Elder Abuse in Peel: Community Seminar

Peel Institute of Research and Training

On June 22, 2023, Family Services of Peel's Peel Institute of Research & Training (PIRT), in collaboration with Peel Elderly Abuse Prevention Network (PEAPN), hosted a seminar called, "An Advocacy Strategy to Address Elder Abuse in Peel."

At the seminar, the advocacy strategy plan was shared, and meaningful feedback was gathered from seniors in the Peel community and service providers to help finalize the project's goals and action steps. The event brought together older adults living in Peel, members of FSP's seniors social tables and seniors' clubs, service providers from local agencies, members of the PEAPN and Elder Abuse Prevention Ontario (EAPO), and a Member of Provincial Parliament. The seminar succeeded in building awareness of the Advocacy Strategy project, and the importance of safeguarding the well-being of seniors.

During the discussion, attendees considered various topics related to the advocacy strategy plan, highlighting what they viewed as strengths and offering suggestions for action steps. The seniors had a great deal to offer in terms of what they wanted to see within this advocacy strategy.

More community involvement opportunities for seniors, focusing on building resources for activities, prioritizing intergenerational initiatives, and promoting educational workshops were also called for. The development of short-term and long-term action steps was regarded as beneficial. Some service providers found these steps to be realistic in nature in relation to the capacity of organizations.

The Advocacy Strategy's focus on education and awareness was regarded as a major strength across all groups. Most seniors at the tables indicated that many older adults do not recognize that they are being abused, and educational initiatives will enable increased recognition amongst seniors. Lastly, the focus on intergenerational initiatives and engagement with younger populations was seen as beneficial by seniors and service providers. This was highlighted as a way for younger generations and older adults to learn from one another, gain respect for one another, combat discrimination and prejudice against older adults, and reduce abuse.

Read more on <https://fspeel.org/peel-institute/research-development/research/peel-seniors-project/>



A close-up photograph of a wooden desk. In the top left, a silver calculator with black buttons is partially visible. Below it, a black pen lies diagonally across a document. The document features two bar charts with blue bars and two tables of numerical data. The tables are labeled 'Series 1' and 'Series 2' and contain columns of numbers and months. The overall scene suggests a focus on financial calculation and planning.

Navigating Modern Times: The Essence of Financial Literacy

In today's fast-paced and complex world, financial literacy has never been more critical. From managing day-to-day expenses to planning for retirement, understanding the intricacies of personal finance empowers individuals to make informed decisions and achieve long-term financial well-being.

Understanding Basics:

At the core of financial literacy lies a grasp of fundamental concepts such as budgeting, saving, and investing. Learning how to create a budget tailored to your income and expenses is a foundational step towards managing your finances effectively.

Debt Management:

With easy access to credit, understanding how debt works is crucial. Knowing the difference between good and bad debt, managing credit card balances, and making timely loan payments all contribute to a healthy financial profile.

Investment Know-How:

Exploring investment avenues and understanding risk and return is essential. Familiarize yourself with stocks, bonds, mutual funds, and retirement accounts. Diversification and long-term investment strategies can yield significant gains over time.

Emergency Funds:

Building an emergency fund acts as a safety net during unforeseen circumstances. Experts recommend saving enough to cover three to six months' worth of living expenses.

Retirement Planning:

Plan for the future by understanding retirement options such as RRSP or pension plans. Starting early and consistently contributing to retirement accounts can ensure a comfortable retirement.

Financial Technology:

In the digital age, understanding online banking, mobile payment apps, and cybersecurity measures is crucial. Protecting personal and financial information from cyber threats is a part of modern financial literacy.

Avoiding Scams:

Recognizing and avoiding financial scams is essential. Be cautious of unsolicited offers, phishing emails, and investment schemes that promise unrealistically high returns.

Continuous Learning:

The financial landscape evolves, so ongoing education is vital. Read books, take courses, and follow reputable financial news sources to stay updated on trends and strategies.

Seeking Professional Advice:

When faced with complex financial decisions, consider seeking guidance from financial advisors who can provide tailored advice based on your individual situation.

Financial literacy equips individuals with the knowledge and tools to navigate the complexities of modern finances. By mastering these essential concepts and continually educating oneself, individuals can confidently make choices that lead to a secure financial future.

Canada Summer Jobs

Canada's Employment and Social Development administers the Canada Summer Jobs (CSJ) program, a part of the Youth Employment and Skills Strategy, a federal commitment to assist young people in obtaining employment information, skills, and experience. The Strategy intends to assist young people as they transition into the workforce, especially those encountering job difficulties.

Family Services of Peel (FSP) is one of the organizations that received wage subsidies under the program to provide young people with quality summer jobs through CSJ to give them the chance to develop and enhance their skills, address local and national priorities, and increase access to the labour market, including for those who face employment hurdles.

FSP has been a part of this program for the last three years. From July to August, the Agency employed six (6) students as administrative assistants, career development facilitator, human resources administrator, and accounting assistant. Students learned various competences such as client service, teamwork, communication, digital literacy, and leadership skills.

Jumpstart to Success Bootcamp

The jumpstart to success initiative aimed to equip clients with industry-specific skills and connect them with partnered employers in the manufacturing, supply chain, and logistics sectors. The program involved comprehensive training sessions that covered various aspects of these industries, including specialized skills and knowledge required for success. Participants received hands-on training, mentorship, and guidance from industry experts, ensuring they were prepared to excel in their new roles.

We are proud to announce that the program has achieved phenomenal success, where clients were successfully placed in jobs within partner employers. The feedback we received from both the clients and employers has been overwhelmingly positive, highlighting the exceptional quality of training provided and the seamless integration into the workforce.

Skills Council of Canada

The partnership with the Skills Council of Canada has been instrumental in providing free training opportunities to our clients, enabling them to enhance their skills and improve their employability in diverse industries. This collaboration has offered participants access to a wide range of training programs, covering not only industry-specific skills but also employability skills crucial for career advancement.

Over the past year, we have witnessed remarkable transformations among our clients. Through these trainings, individuals have gained the confidence and competence necessary to excel in their chosen fields. Many have successfully transitioned into new industries, while others have improved their prospects within their existing careers. The Skills Council of Canada has been a true catalyst for empowering our clients and fostering their professional growth.

Employment Ontario Program:

Nurturing Individual Talents and Aspirations by Building Unique Career Paths

Recognizing that career paths are as unique as the individuals themselves, our team has been committed to providing tailored employment services. By understanding the skills, talents, and aspirations of our clients, we have been able to guide them towards unconventional and rewarding career opportunities.

Through personalized career counselling, skills assessments, and vocational training, we have empowered individuals to explore new avenues and discover their true potential. Our Employment Services team members have worked closely with clients to identify their strengths, passions, and transferable skills, ensuring they find fulfilling careers that align with their aspirations. This approach has resulted in numerous success stories, with individuals finding career paths they never thought possible. We extend our gratitude to all our community partners who have played a vital role in the success of these projects. Their unwavering support and collaboration have contributed significantly to the achievements we celebrate today.

As we continue to work towards empowering individuals and building stronger communities, we remain committed to providing tailored employment services and creating unique career paths for all. Together, we still strive to exceed expectations and make a lasting impact on the lives of those we serve.

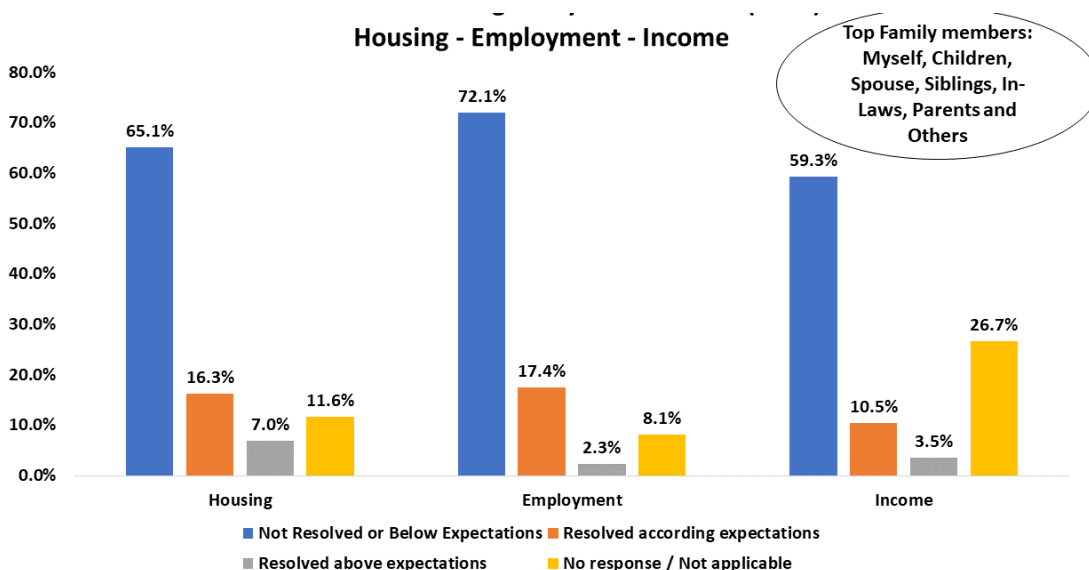
Peel Family Pathways Project

Peel Institute of Research and Training

The Peel Family Pathways Project was selected to receive the Building Equitable Economies for Immigrants and Refugees in the Peel Region. The funding opportunity is sponsored by the Tamarack Institute and WES Mariam Assesfa Fund.

Family Services of Peel, including the Peel Institute of Research and Training, in partnership with Institute for Management & Innovation at the University of Toronto developed an evidence-based Family Needs Framework through their study that focuses on fully understanding the needs of government-assisted refugees and immigrants.

By doing this, the framework hopes to establish better services for Peel government-assisted refugees and immigrants. Upon completed research, the Family Needs Framework should inform settlement practices, impact immigrant and refugee services, and further develop the existing literature on newcomer integration. By understanding the basic needs of immigrant and refugee clients, we can help improve or create more specific resources to better suit and meet the mental health needs of new immigrants and refugee clients.



The responsive service pathways that was aimed to be developed will prioritize pathology prevention and consider potential mental health challenges in all stages of their settlement (e.g., lost, transition, adaptation, and integration) and employment services (e.g., identifying job strength fit, boosting job-seeking efficacy, and preparing for application materials).

The pathways also include a self-adaptive function to dynamically and autonomously respond to changes detected in existing data and any new data collected in the future. The pathways will perpetually adapt to up-to-date understanding of the barriers that immigrant and refugee clients are facing. Therefore, the plan connects with the third priority: to implement the holistic integration of mental health supports into settlement and employment services.

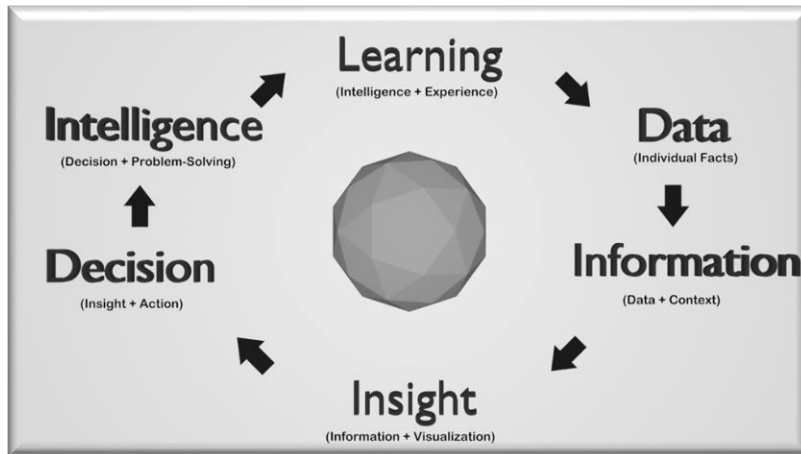
Overall, the results from this survey demonstrated that recent immigrants are more diverse in their family composition compared with established immigrants, which goes beyond the traditional definition of family, marital status and migration categories. When it comes to needs, they are interconnected as responses indicate that behind every individual need, there is also another person considered a family member.

Further, most family needs have not been met or were met below expectations, as needs change over time. Recent and established immigrants have similar barriers to accessing services, but the difference lies in the type of services needed, according to their current family situation. Recent immigrants have challenges in accessing health care and mental health services due to difficulties having a family doctor enter the health system and a lack of awareness of preventative care.

Read more on: <https://fspeel.org/peel-institute/research-development/research/peel-family-pathways-project/>

Data: The Voice of the People and the Rhythm of the Service

Luis Lozano, Statistician, Peel Institute of Research and Training



One of the greatest lessons learned in my life is to consider data as a non-verbal way of communication with the outside world and the blood that nurture the inside of our organizations. It goes like this:

Data is transformed into information, information becomes insights, insights lead our decisions, decisions to solve problems make us intelligent, and finally, we all learn by reflecting on our experiences.

The different aspects of data processing mentioned in the above chart are fluid and dynamic stages. We need data to know what are the consequences of our decisions, but the task is not easy.

On one side, we are so busy providing services with no time to analyze data and if the time comes, we are exhausted. I compare this situation to a parent who realizes that the only time available to be with their children is at late night coming back home from work, trying to rest by lying in bed while their little children are jumping and playing over their back.

On the other side, we can collect a lot of data without knowing the whole purpose of doing it, so we are oscillating between the isolated and vigorous enthusiasm of the moment and then being limited by the routine of collecting a huge amount of data building a beautiful museum of data stored but not processed.

Fortunately, our organizations can learn in analogous ways a person learns. In the end, our organizations are conformed by people, so we can improve our organizational habits.

At this point, let me encourage you to adopt and adapt the different ways artists create to improve the organizational habit of data processing so it can nurture the life of our organization.

The first thing that any artist does to build their creative habit is to practice, practice and have more practice by doing the following activities:

- Collaborative performance.
- Be attentive to ordinary life, crises and joyful situations.
- Have intentional Improvisations.

An evocative outline of the different stages from a creative point of view would be like this:

- Data: Needs to be captured in their living situations.
- Information: To put backgrounds, perspective, colour, harmony and more details.
- Insight: This is the creative moment at its core. Reason and Heart in one single note.
- Decision: Many needs and limited resources, so we have to choose.
- Intelligence: Immerse in action with the support of dashboards and monitoring tools.
- Learning: Feedback to assimilate the experience and put things and situations in perspective.

If I were to choose what is the most important and exciting moment of data processing, I would choose the Insight moment. Data and information without insights are not useful, and our decisions, problem-solving and learning without insights do not have strong roots to develop.

The insight moment is difficult to explain in technical terms, but artists can describe it very well:

"I was just guessing at numbers and figures, pulling the puzzles apart, questions of science, science and progress, do not speak as loud as my heart." (Song: The Scientist, Artist: Coldplay)

I would say as a conclusion of this article that by processing data as an organizational habit, we can transform it in many ways to raise the voice and the needs of the people we serve with the rhythm of the services we provide, and then we can speak loud to the outside world about our achievements and collective impact in the communities.

Discovering Ikigai: The Path to a Fulfilling Life

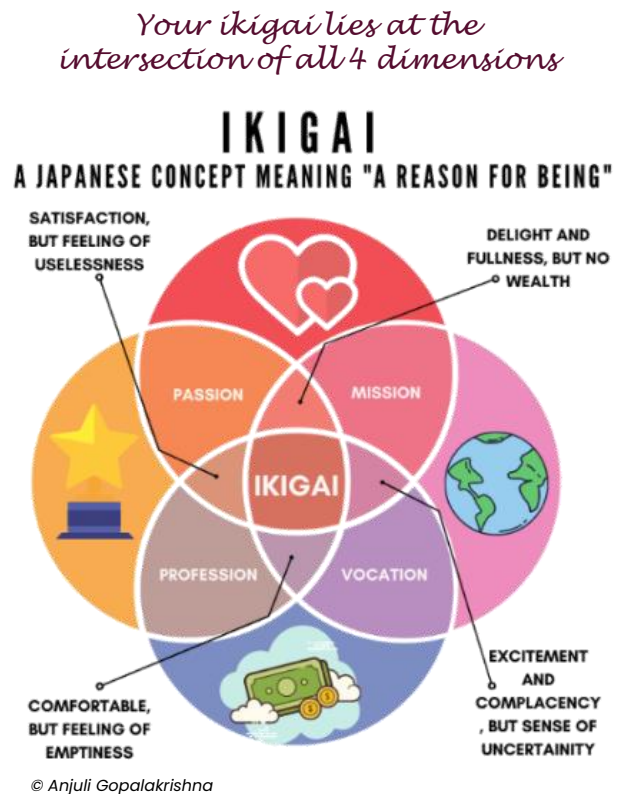
Angel Datu, Executive Assistant

In a world that often seems driven by busyness and external pressures, the concept of ikigai emerges as a guiding philosophy to find purpose, fulfillment, and contentment. Hailing from Japan, ikigai is a unique concept that combines the elements of passion, vocation, mission, and profession into a single harmonious pursuit. It's not just about a job or a hobby, but a holistic approach to living a meaningful life.

The term itself is a fusion of two Japanese words: "iki," meaning life, and "gai," meaning value or worth. In essence, ikigai represents the reason one gets out of bed in the morning, the anchor that provides direction to one's life. This philosophy emphasizes the balance between what we love, what we are good at, what the world needs, and what we can be paid for.

To discover your ikigai, introspection is key. It involves delving into your passions, identifying your talents, considering what the world lacks, and reflecting on what sustains you financially. Finding the intersecting point of these elements leads to a profound sense of purpose. Whether it's pursuing a career that aligns with your passions, engaging in activities that bring you joy, or contributing to your community in meaningful ways, ikigai encourages a holistic approach to life that nurtures both personal growth and societal well-being.

By embracing ikigai, individuals can escape the cycle of aimless existence and experience a deeper sense of fulfillment. It's a reminder that happiness is not just a fleeting emotion, but a state of being that arises from aligning the different facets of our lives. In a fast-paced world, the wisdom of ikigai offers a timeless lesson: to live with purpose, to do what you love, and to find value in each day, for it is in this balance that a truly fulfilling life emerges.



Ethical Use of Artificial Intelligence (AI) in the Workplace

In the dynamic landscape of today's workplaces, artificial intelligence tools like ChatGPT have emerged as powerful assets, enhancing efficiency and aiding in various tasks. However, with great power comes great responsibility – especially in a nonprofit organization. Ethical considerations must guide the use of AI tools to ensure a positive impact on productivity and maintain a respectful work environment.

- **Transparency and Disclosure:**
When utilizing any AI tool in workplace interactions, transparency is crucial. Inform all parties involved that they may be interacting with an AI system. Transparency fosters trust and avoids any deceptive manipulation.
- **Data Privacy:**
Protecting sensitive information is paramount. Avoid sharing confidential or personally identifiable information in conversations with any AI tool such as ChatGPT. Ensure the AI model is not being used to store or transmit sensitive data that might compromise privacy.
- **Respectful Communication:**
Maintain professionalism and respectful communication standards when interacting with any AI tool. Avoid using the technology to spread misinformation, engage in harassment, or create offensive content.
- **Avoiding Bias and Discrimination:**
AI models can inadvertently perpetuate biases present in the data they are trained on. Be cautious of the language and content generated by AI tools such as ChatGPT to avoid reinforcing stereotypes or discriminating against any group.
- **Authenticity:**
Use AI as a tool to enhance your capabilities, not as a replacement for your own expertise. Authentic human insights and decisions are essential for critical tasks that require nuance, empathy, and complex judgment.
- **Continuous Learning:**
Stay updated about the capabilities and limitations of AI systems. Regularly review and adapt your usage practices to align with the latest ethical guidelines and recommendations.
- **Feedback and Improvement:**
Provide feedback to developers and AI creators. This helps in improving AI models, making them more aware of potential pitfalls and issues, and contributing to the responsible evolution of AI technology.

By adhering to these ethical principles, workplaces can harness the potential of ChatGPT to foster collaboration, streamline tasks, and enhance productivity while upholding values of transparency, respect, fairness, and accountability. Balancing technological advancements with ethical considerations ensures that ChatGPT remains a valuable asset that benefits both individuals and organizations alike.



World Elder Abuse
Awareness Day

June 2023



Apprenticeship Employer Appreciation



June 2023



**An Advocacy
Strategy to
Address Elder
Abuse in Peel:
Community
Seminar**
JUNE 2023





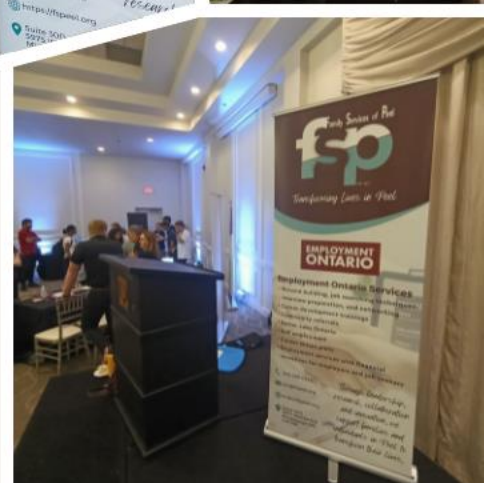
SUMMER *Picnic*

Mississauga Valley Park
July 7, 2023



FSP Summer Picnic video:

https://www.canva.com/design/DAFpAzINssY/iNLOMzd0s0-8WjnHy3BknA/watch?utm_content=DAFpAzINssY&utm_campaign=designshare&utm_medium=link&utm_source=publishsharelink



DS Team in the Community



FAMILY SERVICES of PEEL



a big thank you to our Funders



**Women and Gender
Equality Canada**

**Femmes et Égalité
des genres Canada**

**Ontario
Trillium
Foundation**



**Fondation
Trillium
de l'Ontario**



**United Way
Greater Toronto**

**EMPLOYMENT
ONTARIO**



Access the support you need to change your life.

<https://fspeel.org>

Tel: 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

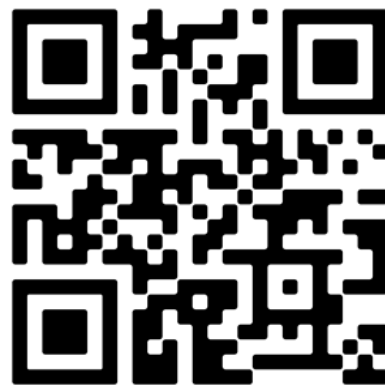
Partnership and Collaboration

Engaging Community

Client Driven

Transparency

Follow our Social Media



SCAN ME



@FSPeelca



@fspeel



@fspeelca



<https://www.linkedin.com/company/fspeel/>