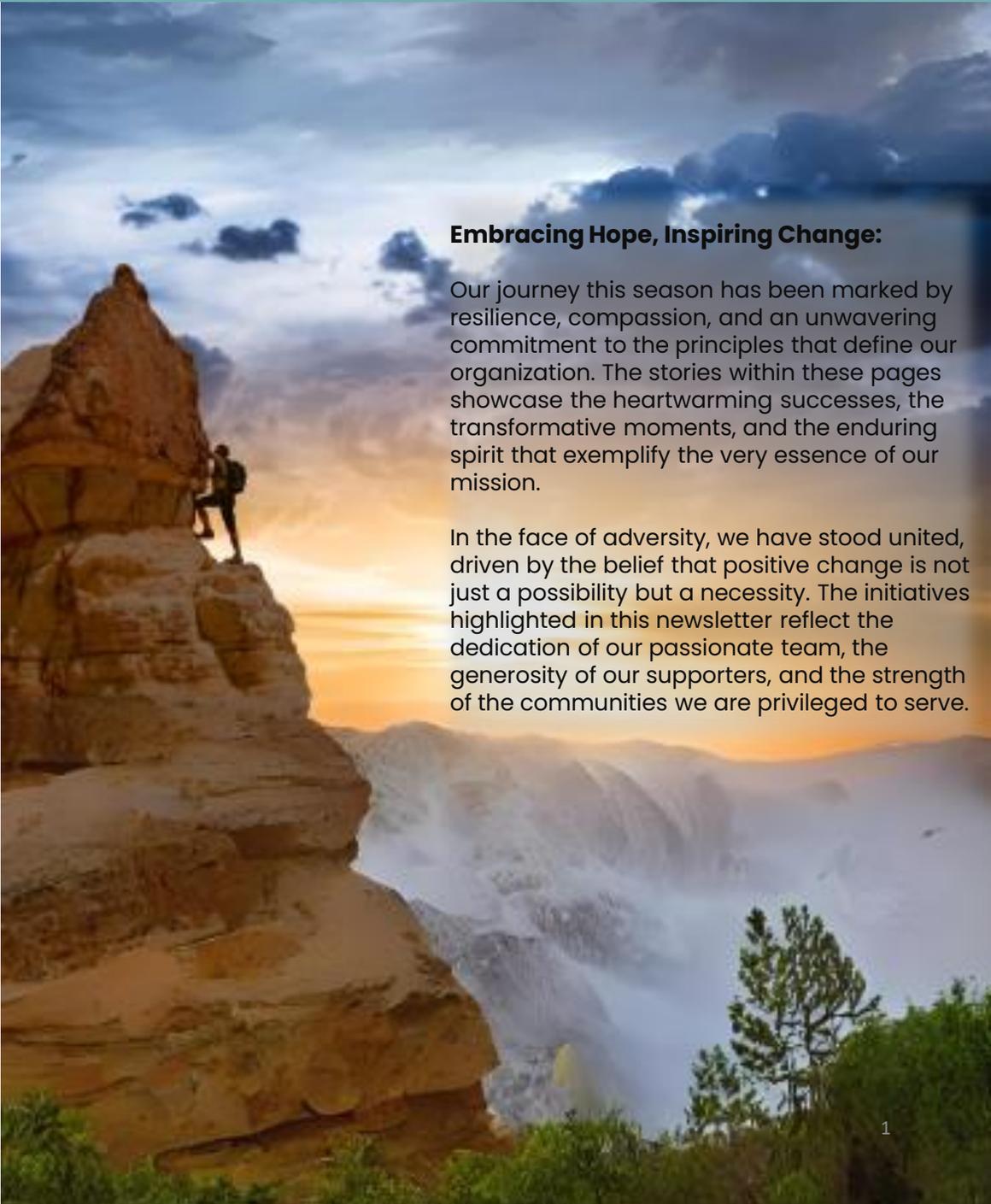




Family Services of Peel
est. 1971

Volume 15; Issue 4; December 2023

NEWSLETTER



Embracing Hope, Inspiring Change:

Our journey this season has been marked by resilience, compassion, and an unwavering commitment to the principles that define our organization. The stories within these pages showcase the heartwarming successes, the transformative moments, and the enduring spirit that exemplify the very essence of our mission.

In the face of adversity, we have stood united, driven by the belief that positive change is not just a possibility but a necessity. The initiatives highlighted in this newsletter reflect the dedication of our passionate team, the generosity of our supporters, and the strength of the communities we are privileged to serve.

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Message from the Executive Director



Sandra Rupnarain

MDiv; AAMFT|RMFT|FELLOWS

As this holiday season dawns on us and the year draws to a close, it is with great delight that I extend my warmest greetings to the Board, staff, partners, and family and friends of Family Services of Peel. I am filled with a deep sense of gratitude and pride. Each day, our collective efforts continue to impact the lives of those we serve profoundly and has propelled us forward and positioned us for even greater success in the future. It is a testament to the potential for meaningful change, and I am confident we will continue to be a force for good together. Let us reflect on the strides and challenges and be inspired to make goals for the new year ahead.

In the tapestry of our story, each thread represents a story of hope, compassion, and positive change. Together, we have woven a narrative that inspires and uplifts. I am confident that as we navigate the evolving landscape of the changes to the structure of Peel, our collective impact will move us forward and position us for even greater success in the future. Let us celebrate our achievements and recognize the opportunities that lie ahead.

This newsletter shows the power of compassion, collaboration, and community. I hope you find inspiration in these narratives and a renewed sense of purpose as we continue our journey to make a positive difference in the lives of those who need it most. Thank you for your unwavering support and commitment. Let us keep writing stories of hope, resilience, and progress.

As we bid farewell to this year and eagerly anticipate the new year's blank canvas, let us pause to reflect on the year gone by and look forward with anticipation and excitement. The challenges are opportunities for growth, innovation, and further impact. With your continued dedication, there is no limit to what we can achieve together.

May this season of reflection and renewal bring you moments of joy, peace, and a deep sense of accomplishment. Thank you for being an integral part of our family. Your contributions are the driving force behind our success, and I am truly grateful for each and every one of you.

I wish you continued success and fulfillment in your invaluable contributions to our shared mission. And to you and your loved ones, a joyous holiday season and a new year filled with boundless possibilities

With heartfelt gratitude,
Sandra



What's Happening at FSP?

Grant Applications in Progress

Government of Canada – Youth Employment and Skills Strategy (YESS) Program at Employment and Social Development Canada (ESDC)

The ESDC YESS Program provides funding to organizations to deliver a range of activities to support youth (aged 15 to 30) in developing the skills and gaining the experience they need to find and keep quality jobs. Programming focuses on youth facing multiple barriers to employment. More than \$300 million in funding will be allocated over 4 years, beginning in fiscal year 2024-25.

WAGE: Women's Economic and Leadership Opportunities

The objective addresses barriers to women's success. Projects can work to change systems to improve women's economic security and prosperity. They can also work to increase women's representation as leaders and decision-makers through system changes.

New Horizons for Seniors Grant

Priority areas/aims of the program: Build the collective capacity of organizations to recognize and address barriers to social inclusion faced by vulnerable seniors. Provide access to information, programs, and services for vulnerable seniors to enhance their social inclusion within their communities. Support services to seniors as part of action research to better understand effective approaches for increasing the social inclusion of vulnerable seniors in their communities. Develop innovative approaches to engage and keep senior volunteers to improve their social inclusion in their communities. Address systemic barriers that contribute to the social isolation of vulnerable seniors.

Publications from the Peel Institute for Research and Training

- Women in Time of Pandemic (2023). Faculty of Philosophy and Sciences UNESP – Marília Campus. Brasil
- Freire Echo: Is Feminist Thoughts. (2023) Bloomsbury United Kingdom
- Trauma Specific Intervention for Men who Perpetrate Violence: A Trainer Manual for Trainers of Counsellors Working with Men who Engage in Violence. Manual (2022) Family Services of Peel
- In Progress: Articles for the Tamarack Proposal (1. Anti-Racism, and 2. Senior's Advocacy Plan)

Academic Partnerships through the Peel Institute for Research and Training

- This year, we continue collaboration with Dr. Soo Min Toh, Director, Institute for Management & Innovation, Associate Professor of Organizational Behavior, Department of Management, Rotman School of Management, University of Toronto Mississauga.
- We continue to work with York University's Global Health Program, Faculty of Nursing.
- We continue to work with Trent University's Faculty of Nursing.



Sandra Rupnarain, Executive Director of Family Services of Peel, was nominated to the Board of Directors and is looking forward to working with this awesome organization to champion gender equity



The Ontario Not-for-Profit Corporations Act (ONCA)

The Ontario Not-for-Profit Corporations Act (ONCA) is legislation in the province of Ontario, Canada that governs the establishment and operation of not-for-profit corporations and requires all not-for-profit corporations to be in compliance by October 2024. It is intended to replace the existing Corporations Act (Ontario) provisions that govern not-for-profit corporations.

The ONCA provides a modernized legal framework for establishing, governance, and operating not-for-profit corporations. Some key features and changes introduced by the ONCA include:

- 1. Modernized Governance Structures:** The ONCA introduces more flexible and modern governance structures for not-for-profit corporations, including provisions for member-funded corporations and changes to membership classes.
- 2. Membership Rights:** The ONCA clarifies and expands members' rights in not-for-profit corporations. It also provides mechanisms for dealing with disputes and conflicts within corporations.
- 3. Financial Accountability:** The act includes financial accountability and transparency provisions, requiring not-for-profit corporations to maintain proper financial records.
- 4. Dissolution:** The ONCA outlines the process for the dissolution of not-for-profit corporations, including the distribution of assets upon dissolution.
- 5. Transition Process:** Existing not-for-profit corporations in Ontario will need to transition to the new ONCA framework by October 2024. There is a transition period during which corporations must change their governance documents to comply with the new legislation.





Code of Conduct

FSP is launching its Code of Conduct in 2024. A Code of Conduct is a guide as to how we are to operate and interact as an organization. Some key reasons include the following.

A Code of Conduct:

- 1. Establishes Expectations:** It outlines the expected behaviour of staff and provides clear guidelines on how we should interact to promote a positive and respectful environment.
- 2. Creates a Safe Environment:** It sets the tone for a safe and inclusive environment. It helps prevent harassment, discrimination, and other inappropriate behaviours, creating a space where everyone feels comfortable and secure.
- 3. Prevents and Addresses Issues:** A Code of Conduct provides a framework for addressing and resolving issues in the unfortunate event of conflicts or misconduct. It outlines reporting mechanisms and the consequences for violations, promoting accountability.
- 4. Promotes Diversity and Inclusion:** A well-crafted Code of Conduct emphasizes the importance of diversity and inclusion. It ensures that individuals from different backgrounds feel welcome and valued, contributing to a richer and more varied community or workplace.
- 5. Protects Reputation:** It protects the reputation of an organization or community by demonstrating a commitment to ethical behaviour. It signals to stakeholders, customers, and the public that we are serious about maintaining a positive and respectful atmosphere.
- 6. Establishes Legal Compliance:** While not a legal requirement for FSP, having a Code of Conduct helps organizations comply with anti-discrimination laws, labour laws, and other regulations governing behaviour in specific contexts.
- 7. Guides Decision-Making:** A Code of Conduct provides a set of principles that can guide decision-making in various situations. It helps individuals understand the values and expectations of the organization or community.
- 8. Builds Trust:** If implemented well, it fosters trust among staff. It ensures that everyone plays by the same rules, which is crucial for collaboration and effective teamwork.
- 9. Educates Staff:** It serves as an educational tool, informing participants about acceptable and unacceptable behaviour. It helps individuals understand the consequences of their actions and promotes a culture of mutual respect.
- 10. Adaptable to Change:** A living document can be updated to reflect changes in our organization and/or the community. This adaptability ensures that the code remains relevant and effective over time.

In summary, a Code of Conduct is crucial for setting expectations, maintaining a positive environment, addressing issues, and promoting an organization's or community's values. It contributes to the overall health and success of the entity by fostering a culture of respect, accountability, and inclusivity.



Launch of New Training for Employers



Family Services of Peel launches the **Employer Workplace Equity & Diversity Training!** The main objective of the training is to provide knowledge about the culture new apprentices are entering into the construction and manufacturing industries and provide knowledge and skills on the role of social factors in the experience and impact of oppression, racism and inequities.

By understanding the intermediate determinants of health and the systemic nature of racism, we can build a stronger workplace together.

This training is offered for FREE: <https://elena-temelkova-s-school.teachable.com/>



FSP's International Presence

Our Executive Director, Sandra Rupnarain, has been invited to present at the Guyana Mental Health & Well-Being Conference on December 6th! An annual international collaboration focused on mental health, suicide, injury and trauma prevention. Sandra will present on Building Trauma-Specific Services and Programs for Child Abuse Survivors and Perpetrators of Violence.



GUYANA MENTAL HEALTH & WELL-BEING CONFERENCE

AN ANNUAL INTERNATIONAL COLLABORATION

◆ MENTAL HEALTH ◆ SUICIDE ◆ INJURY & TRAUMA PREVENTION ◆



United Way Fundraising Campaign



What does United Way (UW) do? Their goal is to “build a better tomorrow for everyone”. They do so by focusing on issues that are connected to poverty, mental health, gender-based violence, seniors care, food insecurity and more. As a UW funded Agency, Family Services of Peel participates in a yearly fundraising campaign to raise awareness about the community’s challenges while raising funds to support the community. This year’s activities included games, dance challenges, and a pizza lunch!

A big **THANK YOU** to everyone who contributed to the United Way Fundraising Campaign. We raised a total of \$5,000.

[Click here to watch the United Way Dance Challenge!](#)



United Way Fundraising Campaign



Half-Way there



Kahoot Trivia Game



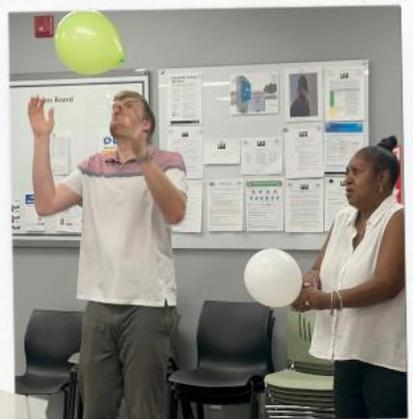
Winners: Kahoot Trivia



Minute-to-Win It



Minute-to-Win It



Minute-to-Win It



Minute-to-Win It



Minute-to-Win It



Winners: Minute-to-Win-It



History of the Peel Institute for Research & Training

On November 23, 2023, Family Services of Peel celebrated the history of the Peel Institute of Research and Training (PIRT) and recognized the long-standing commitment and dedication of the Governance Committee of PIRT.

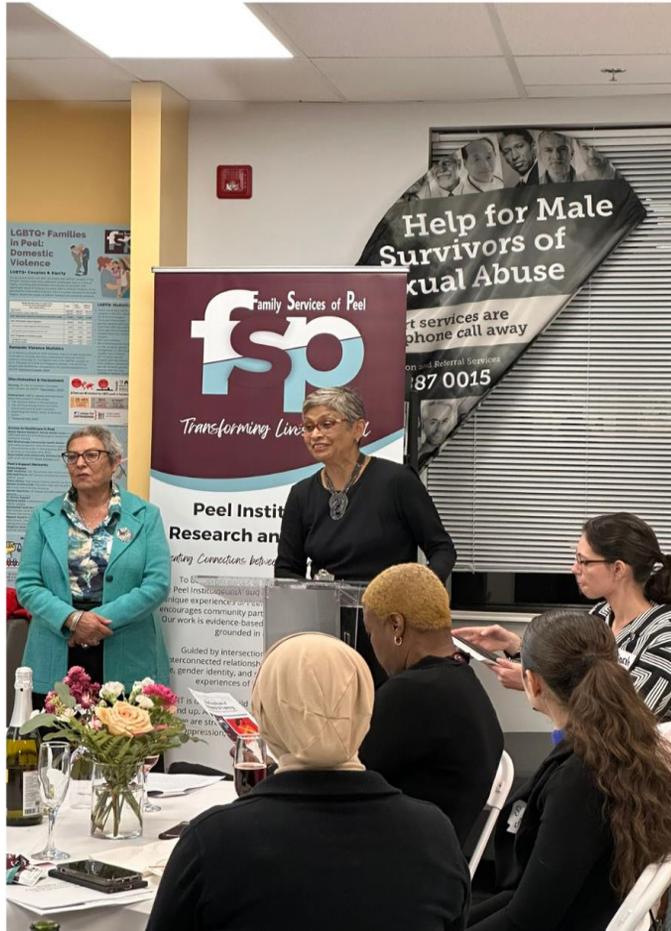
PIRT was established ten years ago, in June of 2013, as a collaborative initiative focusing on the prevention of all forms of violence in Peel. Grounded in an anti-oppression, anti-racism framework, the Institute operates from a data-driven, evidence-informed, impact evaluation model.

It includes the combined perspectives of the diverse population of Peel, clients, survivors, service providers, community agencies, and academia. Some of PIRT's achievements and projects include:

- Development of Trauma Screening Training
- Equity Framework
- Human Trafficking
- Peel Anti-Black Racism Project
- Social Tables for Seniors Project
- Peel Family Pathways Project
- Presentation at House of Commons in Ottawa
- Presentations at International Conferences
- Café Scientifique (2013)
- Global Symposium on Violence Prevention (2016)
- Global Conference on Human Trafficking and Trauma: A Public Health Response (2019)



Photos from the Gala Celebrating Accomplishments of PIRT





This Holiday Season, Family Services of Peel partnered with Food Banks Mississauga to run a Food Drive. Together, we can make a difference!

Thank you to everyone who contributed!



Family Services of Peel will be closed on the following dates:

Saturday December 23, 2023 | Monday December 25, 2023 | Tuesday December 26, 2023
Saturday December 30, 2023 | Monday January 1, 2024

Winter Scramble

lilhyc _____

cotas _____

lodc _____

zyoc _____

cfeeel _____

iirfdg _____

frzneo _____

ikgsni _____

delsi _____

ntwrie _____

Word list: chilly, coats, cold, cozy, fleece, frigid, frozen, skiing, slide, winter



The Benefit of Setting Intentions

What are your intentions for the upcoming year? An intention is a determination to act in a certain way, which can in turn lead us to achieve our goals. It captures both what you want to do, as well as how you want to feel in the process of it all.

Some pointers to remember:

- Start small, write them down, and be consistent.
- Goals are specific achievements that you'll reach in the future, intentions are lived daily in the present moment.
- Intentions can work without goals because they are rooted in values and desires.
- Positively phrase your intentions, for example, "I will" rather than "I won't".

Examples of Intentions:

- I am going to prioritize physical exercise by moving my body every day.
- I will prioritize my mental health and self-care.
- Today, I will be present.
- I intend to lead by example.

"Intention is more than wishful thinking. It's willful direction" – Jennifer Williamson



International Day of Persons with Disabilities

The **International Day of Persons with Disabilities (IDPWD)**, observed annually on December 3rd, is a global initiative to promote the rights and well-being of people with disabilities while fostering inclusivity and accessibility in all aspects of life. This significant day serves as a platform to raise awareness about the challenges faced by individuals with disabilities. It highlights the importance of creating a world that is accessible, accommodating, and respectful of diverse abilities.

Through various events, discussions, and initiatives, the day encourages communities worldwide to celebrate the achievements and contributions of persons with disabilities, fostering a more inclusive and equitable society where everyone can participate fully in all aspects of life.

Ultimately, the International Day of Persons with Disabilities strives to break down barriers, challenge stereotypes, and promote a world where diversity is embraced and every individual is given the opportunity to reach their full potential.

By taking these actions, individuals can actively contribute to fostering inclusivity and supporting the rights and well-being of persons with disabilities on the International Day of Persons with Disabilities and beyond.

How can you support IDPWD?

- **Raise Awareness:** use your social media presence to share information and educate others about the challenges faced by persons with disabilities and the importance of inclusivity.
- **Promote Inclusion:** Advocate for inclusive practices in your community, workplace and educational institutes. For example, automated doors.
- **Education:** Learn about different disabilities and the unique challenges each one presents. By understanding diverse needs and experiences, we allow ourselves to foster empathy while promoting inclusivity.
- **Accessible Spaces:** Advocate for and support the creation of accessible public spaces. This includes promoting the construction of ramps, accessible restrooms, and other features that enable individuals with disabilities to navigate public areas easily.
- **Listen and Learn:** Engage in conversations with persons with disabilities, listen to their experiences, and learn from their perspectives. This helps break down stereotypes and promotes a more inclusive and understanding society.



National Day of Remembrance and Action on Violence Against Women

By: Pauline Mathew, Clinical Counsellor

The National Day of Remembrance and Action on Violence Against Women, also known informally as White Ribbon Day, is a day commemorated in Canada each December 6th, the anniversary of the 1989 École Polytechnique massacre, in which armed student Marc Lépine murdered fourteen women and injured fourteen others in the name of "fighting feminism".[1] The commemoration date was established by the Parliament of Canada in 1991.[2] The legislation was introduced in the House of Commons as a private member's bill by Dawn Black, Member of Parliament for New Westminster-Burnaby, British Columbia, and received all-party support.

Canadian flags on all Federal buildings - including the Peace Tower on Parliament Hill in Ottawa - are flown at half-staff on December 6th. Canadians are encouraged to observe a minute of silence on December 6th and to wear a white ribbon (or a purple ribbon) as a commitment to end Violence Against Women.

The day is aimed at examining the power dynamics between men and women. The news took the ascribed perspective of the killer having mental problems. This effectively dismissed feminist analyses, stating that the killer went to such an extent to proclaim his anti-feminist opinion. Every act that exists on the spectrum of Violence Against Women happens due to women being viewed as less human than men, and that is why the National Day of Remembrance and Action on Violence Against Woman stands for more than this one massacre. It stands for awareness and change against the violence that occurs to women all around the world at the hands of men. Thirty-five percent of women worldwide have experienced physical and/or sexual intimate partner violence or non-partner sexual violence, according to the United Nations.

Source:

1. Sourour, Teresa K. "[Report of Coroner's Investigation](#)" (PDF). Archived from [the original](#) (PDF) on 28 December 2016. Retrieved 13 July 2014.
2. Staff (undated) "[The 16 Days of Activism Against Gender Violence](#)" Archived 2013-09-10 at the [Wayback Machine](#). [Status of Women Canada](#). Retrieved December 6, 2011. "December 6 is the National Day of Remembrance and Action on Violence Against Women in Canada. Established in 1991 by the Parliament of Canada, this day marks the anniversary of the murders in 1989 of 14 young women at l'École Polytechnique de Montréal. They died because they were women at the hands of Marc Lépine, a troubled young man who blamed his failures in life on women."



December 6th Vigil

National Day of Remembrance and
Action on Violence Against Women

Wednesday, December 6, 2023

6:30 - 8:00 PM

To register for this **virtual** event visit:

<https://shorturl.at/nEHST>

We will be honouring
and remembering those
killed in an act of gender-
based violence.

Join us to hear from guest
speakers and performers as
we come together in
remembrance, strength and
solidarity.

Scan QR Code
to Register



Violence Against Women is a global problem. Be it domestic violence, sexual violence, or murder, too many women face these problems and live in fear. But with increasing awareness of creating safe spaces for all genders, it's time to join together to stop all kinds of Violence Against Women. The COVID-19 pandemic and lock-down was an eye-opener as it led to an increase in Violence Against Women. Disruption in accessing services also enhanced this violence. Every year, the International Day for the Elimination of Violence Against Women is acknowledged, to create awareness about the ways in which we can come together to stop the violence.

B-b-b-benefits of the C-c-c-cold

Despite its many challenges, cold weather can have various benefits for physical and mental health. Let's take a closer look at some of the benefits:

- **Better Sleep:** Cooler temperatures are often conducive to a good night's sleep. Many people find it easier to sleep in a cool room, and the body's natural temperature drop during sleep may be more comfortable in colder weather.
- **Improved Focus and Alertness:** Exposure to cold air can increase alertness and mental clarity. The body works harder to stay warm, which can result in heightened focus and improved cognitive function.
- **Enhanced Mood:** Cold weather can trigger the release of endorphins, the body's natural mood elevators. Additionally, exposure to natural light, even in winter, can help regulate circadian rhythms and improve mood.
- **Strengthens the Immune System:** Exposure to cold air may stimulate the production of certain immune cells. While extreme cold can be stressful on the body, moderate exposure may contribute to a strengthened immune system.
- **Invigorating Cold Showers:** Some people find that cold showers or baths have invigorating effects. Cold water exposure has been associated with increased alertness, improved mood, and potential benefits for skin and hair health.
- **Reduced Allergens:** Cold weather often reduces the prevalence of allergens like pollen and mold. This can be particularly beneficial for individuals who suffer from seasonal allergies.
- **Better Air Quality:** Cold weather can lead to better air quality as cold air is denser and holds less pollution. This can be beneficial for individuals with respiratory conditions.
- **Beautiful Winter Landscapes:** Cold weather can transform landscapes into winter wonderlands, with snow-covered trees and serene, picturesque scenes. Enjoying the beauty of winter can have positive effects on mental well-being.
- **Social Connections:** Winter holidays and festivities often bring people together, fostering social connections and a sense of community. Strong social ties have been linked to better mental and emotional well-being.

Don't forget to layer up and embrace the outdoors as you navigate the winter season with vitality and well-being!

a big thank you to our Funders

Canada  Ontario 



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada

Ontario
Trillium
Foundation



Fondation
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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

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