



Family Services of Peel
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NEWSLETTER

In every falling leaf, there's a chance to start anew

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Executive Director's Corner

Sandra Rupnarain

MDiv; AAMFT|RMFT|FELLOWS

Every quarter gives us a chance to pause, reflect, and reset. What stands out to me lately is how much potential we have as a team and how powerful it can be when we each bring our best. Family Services of Peel is more than an agency; it is a community. And like any community, its strength depends not only on what we receive, but also on what we give. President John F. Kennedy's words remind us of this truth: "Ask not what your country can do for you, but what you can do for your country." In our context, the question becomes: what can we do for the community we serve?

This quarter, we have seen inspiring progress. With the guidance of Mark John Stewart of Wentworth Consulting, we are shaping a bold new strategic plan that positions us to meet the future with confidence. Alongside our community partners, we are exploring innovative service delivery models that reflect collaboration, inclusion, and responsiveness.

We are proud that Polyvagal training has been established, allowing us to reach more clients with tools that support healing and resilience. We also celebrate the signing of a new collective agreement, which strengthens our workplace culture and sets the stage for continued collaboration.

Externally, we are deepening connections with political leaders and business partners to establish new services and unlock greater funding for our clients. And with the opening of FSP Commons, we have created a hub for community belonging, a space where people, programs, and partnerships can thrive together.

As we step forward, I invite each of us to lean into the spirit of contribution. Let us ask not only what opportunities lie ahead for us, but also what gifts we bring to this collective journey. When we give fully, we create space for others to flourish, and together, we shape a stronger, more vibrant Family Services of Peel.

Thought for us: "Our strength as an agency is measured by the spirit we bring to service."

Warm regards,

Sandra Rupnarain
Executive Director, Family Services of Peel

FSP Mid-Year Checkpoint

Counselling Services: Mental Health Trends and Client Impact

Halfway through the fiscal year, our Counselling Services have provided over 1,500 sessions to clients facing mental health challenges, grief, domestic violence, and relationship difficulties. Common themes include burnout, intergenerational conflict, and the impact of housing and income stress. Culturally sensitive counselling continues to be a priority. Our counsellors offer both in-person and virtual sessions, ensuring accessible care. We are proud of our impact, and we know the work ahead requires continued investment in mental health literacy and trauma recovery.



Employment Services: Building Resilience in Peel's Jobseekers

Since the beginning of this fiscal year, our Employment Services team has served over 542 clients with résumé, job search, workshops, and hiring events. We also supported 22 employers with \$50,522 financial incentive. We supported 87 clients (\$16,475), with the breakdown of short-term trainings, transportation, work-related equipment, grooming and work clothing. The EO team has met 100% target of job starts for month of August through three hiring events with AAS Canada, Indigo Parking, and SRT Medstaff. We thank our employer partners and funders who make this impact possible.



Developmental Services: Supporting Clients and Families with Dignity

Our Developmental Services program continues to serve individuals with developmental disabilities and their caregivers with compassion and professionalism. Mid-year feedback from families has highlighted the value of our advocacy in accessing ODSP, housing support, and inclusion programming. Every client is unique, and our team remains committed to promoting independence, dignity, and belonging.



Empowering Change: Celebrating Leadership at FSP

We are thrilled to share that Shoshan Bazi, Manager of Employment Ontario (EO) Program, has been selected to participate in the Next Leaders for Change: Leadership Development Program, a distinguished initiative led by United Way Greater Toronto in partnership with WoodGreen Community Services. This program identifies and nurtures emerging leaders across the sector, and selection from a highly competitive applicant pool speaks volumes about the commitment of our EO Manager.



We deeply appreciate Shoshan's dedication to professional growth and community impact. Her eagerness to learn, lead, and innovate exemplifies the spirit of continuous improvement that drives our organization forward.

We are confident that the leadership skills and insights gained through this program will be a catalyst for meaningful change, enhancing the EO program and services, empowering the team members and clients, and strengthening our collective mission.

Congratulations, Shoshan!!

Volunteering with Impact: How You Can Support Our Mission

At Family Services of Peel, volunteers are at the heart of creating stronger, more connected communities. By sharing your time, skills, and compassion, you can make a meaningful difference in the lives of individuals and families across Peel Region. Whether it's supporting newcomers, engaging with youth, assisting seniors, or helping at community events, your contribution brings hope and support where it's needed most. Volunteering with us is also an opportunity to learn, grow, and connect with people from diverse backgrounds while giving back to your community. Join us today and be part of a team that inspires positive change.

Whether you're a student, a retiree, or a community member looking to give back, Family Services of Peel offers meaningful volunteer opportunities. From helping at events to supporting client workshops, volunteers amplify our impact. This fall, we especially seek seniors for intergenerational programs and youth mentors. Volunteering builds skills, connection, and a stronger Peel. To sign up, visit our website or contact our Director for Client Services, Mudassara Anwar at 647-403-5708 or volunteer@fspel.org.

Strategic Planning 2026–2030: Building the Future of Family Services of Peel

Family Services of Peel has started its preparation for its 2026–2030 Strategic Plan, aiming to forge a resilient, inclusive organization that anticipates and addresses evolving regional needs. Through robust engagement of staff, clients, community members, and partners, we are shaping a strategy grounded in service integration, digital transformation, equity-driven innovation, transparency, and measurable impact.

Key Trends Driving Strategic Action

1. A Region in Growth and Transition
 - Peel Region is home to approximately 1.5 million residents, making it one of Canada's most populous and fastest-growing urban regions.
 - Brampton alone grew by over 10% between 2016 and 2021, on pace with the fastest-growing municipalities in Canada.
 - This dynamic growth is powered largely by immigration and accessible transportation infrastructure like major highways and the Toronto Pearson International Airport.
2. An Affordable Housing Crisis
 - Approximately 97,000 households in Peel, about 1 in 5, live in core housing need, meaning they lack adequate, suitable, or affordable housing.
 - The Region currently only meets around 19% of the demand for affordable housing, a glaring shortfall.
 - Meanwhile, the Centralized Waiting List has risen to over 32,000 households, marking a 32% increase since 2020.
 - Closing this gap will require \$50 billion over the next decade to fully meet the housing need, or at minimum, \$4 billion to address just 19% of the need.
3. Digital Access and Equity Challenges
 - Research on newcomer settlement services in Peel reveals persistent digital barriers, including language limitations, low digital literacy, lack of affordable technology or internet, and insufficient multilingual digitally accessible resources.
 - In many cases, 16–17% of service providers indicated that they themselves were uncomfortable delivering digital services.
 - More broadly in Canada, low-income households are far less likely to have high-speed internet access, only 58% compared to 97.7% in the highest-income quartile, highlighting a systemic digital divide.

Summer and Fall Consultations — Your Voice Matters

These past few months until the end of fall, we are hosting a series of consultations, including focus groups, surveys, and community roundtables, to ensure that our final strategic plan reflects the real voices, hopes, and needs of those we serve and those who serve with us.

We invite all clients, staff, volunteers, partners, and community members to join in. Your insights are critical in shaping a Family Services of Peel that is equitable, impactful, and future-ready.



FSP's Annual Summer Picnic Brings the Carnival to Mississauga Valley Park



Every first Friday of July, Family Services of Peel comes together for our much-anticipated Annual Summer Picnic, and this year was no exception! On July 4, 2025, Mississauga Valley Park was transformed into a lively carnival ground, complete with games, races, delicious food, and plenty of laughter.

This year's theme, "*Carnival*", brought a burst of energy and friendly competition to the day. Guests arrived at the aroma of breakfast and were warmly welcomed by our Executive Director, Sandra Rupnarain, before diving into a full schedule of activities.

The morning kicked off with the *Tickets for Points Challenge*, where participants used their tickets to play a variety of classic carnival games — Ring Toss, Ball Toss, Fishpond, Velcro Darts, and Cornhole — each run by the enthusiastic Events Committee members. Points were tallied throughout the day, keeping everyone motivated to strategize and aim for the top three spots on the leaderboard.

For those who love a bit of physical challenge, the Three-Legged Race and Lemon Walk brought out the competitive spirit (and plenty of laughter!). After a tasty lunch from a food truck, the afternoon featured The Great Carnival Mystery Scavenger Hunt, where participants followed clever clues to find the elusive "Golden Ticket". The day ended sweetly with an ice cream truck treat.

As always, this picnic wasn't just about games and prizes, it was a celebration of community, teamwork, and the shared joy that defines Family Services of Peel. We're already counting down the days until next year's picnic!

Canada Summer Jobs Program: Building Skills, Leadership, and Teamwork

Every year, Family Services of Peel proudly participates in the Canada Summer Jobs (CSJ) program, funded by Employment and Social Development Canada (ESDC). This annual initiative creates meaningful employment opportunities for youth while providing valuable support to our organization.

Six CSJ participants joined our team, each bringing their talents and fresh perspectives to key areas of our Agency: Human Resources, Finance, Research, Counselling, Employment, and Developmental Services. Throughout the summer, they contributed directly to the day-to-day operations of their assigned departments, gaining hands-on experience and professional skills that will serve them well in their future careers.

But their impact extended far beyond their individual roles. The 2025 CSJ team also came together to support our annual Summer Picnic, taking on the important (and lively!) responsibility of keeping our youngest guests entertained with a variety of fun, engaging activities. Their enthusiasm and creativity helped make the day a memorable one for families and children alike.



On a more strategic note, the CSJ participants also collaborated on an Improvement Project for the Agency. Working as a cohesive team of emerging leaders, they developed and presented a practical implementation plan focused on enhancing efficiency in office procedures through digital transformation and automation. Their thoughtful ideas reflected not only their technical skills, but also their ability to think critically, innovate, and work toward meaningful change.

They came together as creative problem-solvers, using tools like the MoSCoW prioritization method, to pitch an implementation plan that will boost efficiency across our Agency. These future young leaders proved that teamwork + fresh perspectives = big impact!

The Canada Summer Jobs program continues to be a win-win for both the youth we employ and the community we serve, empowering the next generation while strengthening our capacity to deliver services.

Strengthening Under-Represented Youth Employability Program

Family Services of Peel is proud to deliver the Strengthening Under-Represented Youth Employability Program, designed to help young people overcome barriers to entering the workforce and achieve their career goals.

Now at its mid-point, the program has successfully completed two cohorts and is meeting its targets. This milestone reflects the dedication of both participants and staff in creating real opportunities for youth from under-represented communities, such as newcomers, racialized and marginalized groups, and individuals with disabilities.

Through targeted training, mentorship, and hands-on experience, participants develop essential workplace skills, including communication, teamwork, problem-solving, and time management. They also receive guidance on résumé writing, interview preparation, and job search strategies tailored to their career interests.

Beyond skill development, the program builds confidence and fosters a sense of belonging. Youth gain valuable exposure to local employers, network with industry professionals, and explore diverse career pathways.

The program is expected to wrap up in December, but the need for this service remains high. We are hopeful for continued government support to ensure more youth in our community can benefit from this opportunity to prepare for a brighter future.



Employment Ontario Job Fair Connects Job Seekers with Opportunities



On July 29, 2025, Family Services of Peel proudly hosted a highly successful hiring event, organized by our dedicated Employment Ontario Services Team. The event brought together motivated job seekers and a valued employer partner, AAS Canada Inc. (Aviation & Airport Services), in a day filled with meaningful career connections.

Job seekers arrived well-prepared and professionally presented, showcasing their commitment to advancing their career aspirations. Throughout the day, numerous on-the-spot interviews took place, each conducted with professionalism and careful preparation. These interactions not only opened doors to immediate opportunities but also fostered a renewed sense of optimism among participants.

The smiles on our clients' faces and the positive hiring outcomes were the most rewarding highlights of the event. We extend our heartfelt thanks to AAS Canada Inc. for their continued collaboration and commitment to supporting local talent.

On August 5, 2025, our clients who have recently secured positions through AAS Canada benefited from personalized, on-site training and received comprehensive support, including coverage for all necessary security record checks through our Employment Ontario program. This initiative has ensured a smooth and successful transition into their new roles as customer service representatives. Our space was filled with the joyful satisfaction of our clients who have achieved their employment goals and are now embarking on their career journeys.

Family Services of Peel remains steadfast in its mission to provide quality employment support, helping individuals move closer to their career goals.

If you are a job seeker searching for fulfilling opportunities or an employer looking for skilled candidates, connect with our Employment Ontario team at 905-270-2250 or eos@fspeel.org.



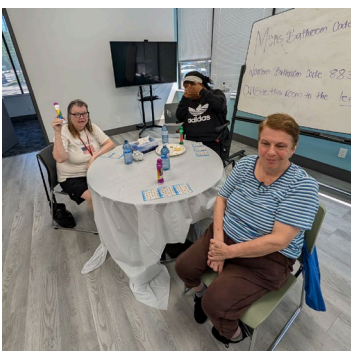
Annual SIL Picnic

Every summer, the Supported Independent Living (SIL) program at Family Services of Peel brings together its clients for a much-anticipated annual picnic, a tradition that celebrates community, connection, and joy. This special event provides our clients with a relaxed and welcoming environment where they can socialize, enjoy the outdoors, and strengthen their bonds with both their peers and our staff.

The annual summer SIL picnic is more than just a fun day; it reflects the core values of the SIL program, promoting independence while nurturing meaningful relationships. Clients enjoy a variety of activities such as lawn games, group walks, and light sports, along with a delicious picnic lunch prepared with everyone's preferences in mind. It's a day filled with laughter, conversations, and shared memories.

For many participants, the picnic is a highlight of the year, offering an opportunity to step away from daily routines and engage in experiences that foster well-being and inclusion. Staff members also appreciate this chance to connect with clients in a casual, supportive setting.

Through traditions like this, the SIL program continues to create spaces where clients can feel empowered, valued, and connected, reminding us all that community is built one shared moment at a time.



Education Access in Peel: The Digital Divide and Equity in Learning

While Peel schools are fully reopened for in-person learning, the digital divide remains a pressing concern. Students in lower-income households still struggle to access essential learning tools, i.e., devices, high-speed internet, and quiet study areas are often out of reach. This gap isn't limited to equipment; it also impacts learning equity and inclusion.

The Peel District School Board, serving over 145,000 students across 262 schools, is deeply multicultural, with nearly half of students identifying as South Asian, and significant representations among White, Black, and mixed-race populations. Yet in 2016, just 55% felt they had opportunities to learn about their cultural heritage, and only 61% believed they could express their identity at school, a clear signal that more progress is needed.

The District is actively pushing forward:

- The Equity Accountability Report Card (through 2023–24), which documents outcomes and highlights equity trends.
- Directive 14, a comprehensive four-year equity strategy, that targets systemic racism and exclusion.
- The School Improvement and Equity Planning (SIEP) Tool, which helps individual schools identify equity gaps and tailor responses.

These initiatives are important, yet sustainable advancement relies on wide community collaboration.

Enter Family Services of Peel with our recent efforts that include:

- Digital literacy and mentorship programming, encouraging academic and civic growth through youth-focused initiatives.
- Virtual parenting workshops under the Family Life Education program, offering tools for school success, child development, and positive communication.

Complementing these efforts, research underscores the power of adult education in combating the digital divide, boosting access to jobs, services, and engagement across society.

The picture is clear: closing the digital and equity gaps in Peel calls for multi-layered approaches. Schools, community agencies, and families must work in tandem, not just to bridge access to devices and internet, but to nurture environments where culture, identity, mental health, and resilience are honored and supported.

Together, we can ensure every child and family in Peel has the tools, support, and representation they deserve to thrive in the digital age—and beyond.

Labour Market Trends:

What Peel's Workforce Needs in 2025

The Peel Labour Market in 2025 reflects a promising yet uneven road to recovery. While employment in the GTA surged by 109,500 jobs (+2.9%) year-over-year in Q1, the GTA's unemployment rate also rose to 8.7%, signaling persistent job market strain.

In Peel specifically, the struggle is tangible:

- Overall unemployment is 6.4%, slightly above Ontario's 5.6%.
- Youth unemployment stands at a troubling 14.4%, underscoring the challenges faced by younger job seekers.
- Nearly half of employed Peel residents are in part-time or seasonal roles, a sign of fragile job quality.
- Poverty affects 8.6% of Peel households, including 9.5% of children, and newcomers face disproportionately higher housing insecurity.

Meanwhile, Peel's diverse and fast-growing population increasingly includes newcomers, making up significant portions of the region's South Asian (37%), Black (9.5%), and other visible minority communities.

Immigration remains central to local population growth. Peel welcomed 33,562 new immigrants in 2024 staving off population decline.

Yet new immigrants often face steep barriers: historically, first-generation immigrant unemployment in Canada has been over 13%, compared to 5.5% for native-born residents.

To foster true economic recovery and equity in Peel, holistic and targeted supports are vital:

- Employment services—like those offered by Family Services of Peel—provide résumé help, job matching, and career planning to applicants facing credential, experience, and language barriers.
- Settlement and training programs, such as occupation-specific language classes, bridging programs, and apprenticeships, help newcomers requalify and integrate into growing sectors.
- Tools like *My Career Journey*, launched in mid-2025, offer tailored guidance for high school students, newcomers, and job seekers as they prepare for in-demand careers.

In summary, employment in Peel is rising, but youth, newcomers, and racialized communities continue to bear the brunt of unemployment and insecure work.

Peel's demographic diversity is an opportunity—if coupled with robust services and inclusive policies.

Investing in bridging services, apprenticeships, and holistic settlement support is essential, not just for individual livelihoods, but for Peel's broader recovery and prosperity.



Community Agencies Respond to Rising Needs to Address Poverty in Peel

Peel continues to face a deepening affordability crisis that pushes many households into poverty. An estimated 13% of Peel residents, approximately about 200,000 people, live in poverty, with children and newcomers disproportionately affected. Peel is also one of Canada's most diverse regions, with 69% of residents identifying as racialized, and poverty is concentrated in neighbourhoods with high newcomer and racialized populations.

Basic costs are outpacing incomes. Peel's 2024 living wage is \$26/hour, yet households would need roughly \$40/hour to afford average rents. One in five households report having to choose between housing and other necessities. The result: more families are skipping essentials and falling behind on bills.

Food insecurity is also surging. In 2023, 22.9% of Peel residents experienced marginal to severe food insecurity. Food Banks Mississauga recorded 421,251 visits between June 2023 and May 2024 from 56,267 unique visitors. That's about 1 in 13 Mississauga residents, which is an increase of 58% year-over-year and 120% since 2021. The City has formally declared food insecurity an emergency.

Housing instability is rising alongside poverty. 8,637 people used Peel's emergency shelters in 2024 (a 36% increase), and the 2024 Point-in-Time Count showed growth in both the local homeless population and asylum claimants. Shelter pressures are compounded by persistent affordability gaps.

Labour market strain adds to the challenge: Peel's unemployment rate sits above the provincial average, and youth unemployment (15.6%) is notably high, driving demand for income supports (over 28,000 ODSP recipients and 25,000+ Ontario Works recipients).

At Family Services of Peel, our integrated services help clients move from crisis to stability: counselling and mental health supports, employment services and youth pathways, and developmental services coordinated with housing and income-navigation supports. These wrap-around services address the ripple effects of poverty—worse health, higher stress, and lower educational attainment—by stabilizing households and rebuilding resilience.

What's needed now is sustained collaboration among funders, non-profits, municipalities, and the Province to scale preventative measures, such as living-wage employment, affordable housing supply, food security investments, youth mental-health, and employment programs—so no one is left behind.

Sources:

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Cost of Living vs. Income: The Economic Reality for Peel Families

With inflation hovering near 4% and basic expenses rising faster than incomes, many Peel households are feeling the financial squeeze more than ever. The price of essentials such as rent, groceries, utilities, school supplies, and transportation has steadily climbed, while wage growth has lagged behind. For families earning minimum wage or relying on part-time and precarious work, the challenge of meeting monthly expenses can be overwhelming.

Housing remains one of the largest burdens, with rental costs in Peel among the highest in the province. Food prices have surged due to supply chain disruptions and global market pressures, leaving many households forced to make difficult choices between healthy meals and other necessities. Transportation costs, including fuel, insurance, and transit fares, further strain already tight budgets.



Family Services of Peel, along with other community organizations, are seeing an increase in families seeking emergency supports, food assistance, and financial counselling. This growing demand highlights the urgent need for broader solutions beyond short-term relief. Policymakers must focus on sustainable wage policies that keep pace with inflation, expanded childcare support for working parents, and long-term strategies to address housing affordability.

Until these systemic issues are addressed, safety net programs will remain lifelines for thousands of families across the region. The conversation about affordability is not just about numbers—it's about ensuring every family in Peel has the stability and dignity they deserve.

Affordable Housing in Peel: Is Relief on the Horizon?

Peel Region's affordable housing landscape is in crisis. As of December 2023, over 32,300 households remain on the centralized wait list for subsidized housing in Mississauga, Brampton, and Caledon—and that number continues to grow.

A Deepening Crisis

Wait times are staggering. Families can expect to wait anywhere from 12 to 20 years, depending on household size and unit requirements.

In some cases, seniors may wait between 3–7 years, while current applicants generally face 10–15 years of delay.

Recent escalation trends: Peel's waitlist nearly doubled in just two years from just under 15,000 households at the end of 2019 to more than 28,200 by the end of 2021.

Who's Being Left Behind?

About 8% of Peel residents live in poverty—that's 123,660 individuals, including 27,900 children.

The majority of middle- and low-income households—all struggling with affordability—now increasingly rely on subsidized housing. The region estimates that 70% of households earning below approximately \$57,000, and 29% of households with incomes between \$57k–103k, live in unaffordable housing (defined as spending over 30% of income on housing).

Demand for Ontario Works has surged by 41% in just one year, further stretching the safety net. The collective picture is clear: families are facing deepening insecurity, while services buckle under mounting demand.

What's Being Done?

New Developments and the "Home for All" Plan

- In 2018, Peel Regional Council rolled out a bold 10-year housing and homelessness strategy, building 7,500 units annually, including at least 2,000 affordable units a year, targeting 75,000 units by 2028.

Emergency Measures

- During the pandemic, in mid-2020, the Province provided \$7.6 million to support Peel's shelter system, enabling the creation of 120 emergency shelter beds, replacing a 60-unit family shelter in Mississauga. Short-term relief, but far from a long-term solution.

Advocacy for Coordination and Public Land Use

- Community groups are urging stronger alignment between municipal and provincial governments and calling for the use of public lands for rapid-build housing. Although concrete plans have not yet materialized, this remains a critical avenue for future progress.

Support Services in the Community

- Assistance with housing applications
- Financial literacy training
- Crisis counselling
- Peel Access to Housing (PATH), the central intake service for subsidized housing, and rent is set at approximately 30% of gross household income.

Culturally Appropriate Services for a Diverse Region

- Peel is home to about 1.5 million people, featuring rich ethnic diversity: roughly 37% South Asian, 31% European, 9.5% African, and notable Southeast Asian, East Asian, Middle Eastern, and Latin American communities.

Community Safety in Peel:

Addressing Youth Violence and Public Concerns

Recent incidents of youth-involved violence in Brampton and Mississauga have heightened community concern, especially with troubling activity reported near schools and transit hubs. Although Peel Regional Police report a modest overall decline in violent crime, these localized hotspots continue to challenge residents' sense of safety.

Key Statistics:

- Homicide (Jan 1 to May 31, 2025 vs. 2024):
 - There were six homicide occurrences during the first five months of 2025, compared to 12 in the same period in 2024, a 50% drop in early-year counts.
- Violent Crime Severity and Perceptions of Safety:
 - Peel's violent Crime Severity Index (CSI) is well below both the national and provincial averages. The Region also boasts a per-capita total crime rate of 3,164 per 100,000, markedly lower than Ontario's 4,454 and Canada's 5,843.
 - The number of illegal firearms seized has trended down sharply over the past decade from 729 seized in 2012 to just 220 in 2024.
 - Shooting victim counts have remained fairly stable between 50 and 58 annually over the past five years (e.g., 53 in 2018, 50 in 2024).

Addressing Root Causes:

While these broader trends are encouraging, the persistence of violent incidents near schools and transit nodes underscores the critical need for targeted interventions.

Experts emphasize the importance of:

- Proactive youth engagement
- Expanded afterschool and neighbourhood programs (especially near hotspots)
- Accessible mental health services tailored to youth

Community-led solutions will play a vital role by offering:

- Conflict-resolution training
- Mentorship and life-skills support
- Counseling and advocacy for at-risk youth and families

Such community-based support systems work in tandem with policing to foster safer environments grounded in trust.

Holistic Vision for Safety:

True safety in Peel extends beyond crime statistics. It is rooted in connection, belonging, and prevention. Peel's Community Safety and Well-Being Plan reinforces this approach by prioritizing collaborative strategies that support vulnerable populations, including youth.



Honouring the National Day for Truth and Reconciliation

September 30 marks the National Day for Truth and Reconciliation, a solemn occasion to honour the survivors of Canada's residential school system, the children who never returned home, and the families and communities forever changed by these injustices. It is a day to reflect on our shared history, to learn about the truths that were silenced for generations, and to take action on the 94 Calls to Action outlined by the Truth and Reconciliation Commission.

In Peel, Indigenous communities continue to raise their voices for culturally safe services, authentic land acknowledgements that go beyond symbolism, and meaningful representation in decision-making spaces. These calls remind us that reconciliation is not a single day of remembrance but an ongoing responsibility. Community members are encouraged to participate in local events, wear orange shirts as a sign of solidarity, read works by Indigenous authors, and engage in training that fosters anti-colonial and trauma-informed practices.

Embedding Reconciliation in Our Everyday Practice

At Family Services of Peel, reconciliation is woven into our mission of supporting diverse communities. Our commitment extends beyond September 30, shaping how we design, deliver, and reflect on our services every day. This means:

- Integrating Indigenous knowledge and perspectives into programs and service delivery.
- Providing ongoing staff training in cultural humility and anti-racism.
- Building partnerships with Indigenous-led organizations to strengthen collaboration and advocacy.
- Recognizing and addressing the colonial and systemic barriers that continue to affect Indigenous clients and families.
- Ensuring that our services remain inclusive, accessible, and trauma-informed.

We understand that reconciliation is not a checkbox or a symbolic gesture. It is a long-term commitment to healing, accountability, and transformation. By listening to Indigenous voices, supporting community-led initiatives, and reflecting on our own practices, we aim to play a role in advancing justice and equity.

On this National Day for Truth and Reconciliation, we invite our staff, clients, and community partners to join us in remembering, learning, and acting. Reconciliation begins with awareness, but it must lead to change. Together, we can create a more just and inclusive future.

Join Us in Peel: Honor, Learn, and Act

- **Bradley Museum** (Mississauga, September 28–30, 12 pm–3 pm): Join free guided tours shedding light on Indigenous history, the 94 Calls to Action, and Mississauga's reconciliation efforts.
- **Mississauga Celebration Square & Civic Centre**: On September 30, witness the raising of the Mississaugas of the Credit First Nation flag, the illumination of the clock tower in orange, and reflective digital content encouraging community learning and engagement.
- **Fourth Annual Gathering & Healing Ceremony**: Join the festivities at Cawthra Park Secondary School on Sept 28–29: storytelling, Indigenous art, drumming, a sacred fire, and community healing.

a big thank you to our Funders





Access the support you need to change your life.

<https://fspeel.org>

Tel: 905-270-2250 | fsp@fspeel.org

Intake: 905-453-5775 | intake@fspeel.org

Employment: 905-366-0322 | eos@fspeel.org

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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