



The Intercultural Collaborative

PRESENTATION BY SAMYA HASAN, EXECUTIVE DIRECTOR – CASSA

Funded by the Government of Canada

Canada 

Agenda

1. About CASSA
2. About the Intercultural Collaborative – Overview
3. Project Outcomes
4. Replication and Suggestions for Improvement
5. Funding source

Council of Agencies Serving South Asians (CASSA)

- ❑ A social justice umbrella agency representing over 120 member agencies serving South Asian and other racialized communities in Ontario with policy, research, advocacy, and training
- ❑ Located in Toronto, Ontario – serve all of Ontario
- ❑ Mission: To facilitate the economic, social, political and cultural empowerment of South Asians by serving as a resource for information, research, mobilization, coordination and leadership on social justice issues affecting our communities. We also seek to create social change by building alliances and working collaboratively with those who share a vision of empowering all communities to participate in defining Canada's future.
- ❑ Values: Social Justice, Anti-oppression, anti-racism, anti-homophobia, Responsiveness, Diversity, Collaboration and solidarity, and Accountability
- ❑ Strategic Priorities: Anti-Racism & Anti-oppression, Women's Rights, Supporting Immigration and Settlement, Poverty Reduction, and Health Equity

The Intercultural Collaborative

Phase 1 - Partnership Building,

Phase 2 - Recruitment of Participants,

Phase 3 - Training,

Phase 4 - Sub-Project Management,

Phase 5 - Result Sharing (local),

Phase 6 - Evaluation,

Phase 7 - Information Dissemination (national)

Phase 1: Partnership Building

Toronto (over 50% racialized communities):

- Scarborough Arts - Arts
- Thorncliffe Park Youth Cricket Club – Youth Engagement/Sports
- North York Community House – Youth/Civic Engagement

York Region (over 40% racialized communities):

- Markham Arts Council – Arts
- Maple High School/Markham Cricket Academy – Youth Engagement/Sports
- Social Services Network – Youth/Civic Engagement

Peel Region (over 60% racialized communities):

- Art Gallery of Mississauga – Arts
- Bike Brampton – Sports
- Volunteer MBC – Youth/Civic Engagement

Phase 2: Recruitment of Participants

- 229 Participants recruited in total
- Recruitment Methods:
 - Social media
 - CASSA member agencies
 - Other settlement and integration agencies
 - Participants came from South Asian and other racialized communities

Phase 3: Training

Anti-Racism & Anti-Oppression:

- Ice breakers – Example (draw image of self)
- Definitions
- Social locations – identities
- Solidarity with Indigenous communities
- Solidarity with Anti-Black racism movements
- Exploring own biases

Project Management and Implementation

- Phases of developing, managing and implementing projects
- Budget management
- Stakeholder relationships

Phase 4: Sub Project Implementation

9 Sub-Projects – 1 per sector per region

Trained participants invited to join an agency to work on sub-projects

Objectives:

- ❖ Increase participation of diverse communities in the programming and services of partner agencies and 3 sectors in general
- ❖ Help partner agencies develop programming and services that are reflective of the population they are serving
- ❖ Develop an understanding of using anti-racist and anti-oppressive framework for all participants and partner agencies

Scarborough Arts

- Organized panel discussions with artists on using diversity and inclusion lens
- Artists included Indigenous and other racialized artists, Queer artists, storytellers, and scholars
- Worked with Scarborough Arts for 5 weeks to put on two consecutive panel discussions

Behind the Art: Intersections & Diversity

at Birkdale Art in the Park Festival 2018

Join us for a family-friendly afternoon of performances and an artists panel featuring local South Asian musicians, spoken word poetry, and visual art during the Birkdale Art in the Park Festival. Behind the Art explores how identity and culture influence the creation and expression of different artistic mediums.

Attendees are invited to enjoy a free community barbeque lunch available from 11:30am - 12:30pm in Birkdale Park prior to the start of the event.

Location: 1299 Ellesmere Rd - Birkdale Park Community Centre

Time: 12:30pm - 3:00pm

Date: Saturday June 23, 2018



register for free via Eventbrite at behindtheart.eventbrite.ca
visit CASSA's facebook page facebook.com/cassaonline for more information.

Thornccliffe Park Youth Cricket Club

- Organized the 2018 Heritage Cup – a four week cricket tournament in the Thornccliffe Park Neighbourhood
- All participants created reflections on their experience undergoing training and implementing the project
- Learned about innovated ways to get sponsorships for cricket tournaments to continue the Heritage Cup annually
- [Sub Projects\TYPCC Cricket reflections.pdf](#)

North York Community House

- ❑ Participants developed and coordinated a civic engagement campaign in the Lotherton neighbourhood called “Harvesting Community Change” to educate public on civic engagement
- ❑ Included button making workshops and pop-up voting booth

<https://youtu.be/-XyE3i2V0Rk>

Markham Arts Council

- ❑ Creation of a community collaborative mosaic mural called “Let it fly”
- ❑ Created with 40 community members of York Region
- ❑ Messages of anti-racism and anti-discrimination
- ❑ To be displayed in Public spaces in York Region

<https://youtu.be/sGPa7y05MGM>

Maple High School

- Focus group and panel organized by high school students for young racialized girls to discuss the barriers they face to participating in community sports
- The feedback from this session was turned into a submission to the Ontario provincial government on Physical Education with recommendations
- [Sub Projects\Consultation Submission - CASSA x Maple HS Students.pdf](#)

Social Services Network

Inergenerational Photovoice on Ageism

- A youth group organized an event at a Seniors' Home in Unionville to discuss the issue of ageism from both youth and seniors perspectives
- Input received from session was turned into a Photovoice blog by the participants
- <https://intergenerationalphotovoice.wordpress.com>

Art Gallery of Mississauga

- An event was organized at the Gallery to discuss Bonnie Devine's, an indigenous artist, work called "Circles and Lines: Michi Saagiig" through a lens of art-making, colonialism, diaspora, and identity
- The outreach for the event prioritized outreach for racialized communities in the City of Mississauga in order to diversify the participation at the Gallery from local community members



Crossing Differences to Respond & Resist



In partnership with the Art Gallery of Mississauga, CASSA's Intercultural Collaborative presents, "Crossing Differences to Respond & Resist": An immersive and interactive experience for BIPOC/racialized community members to critically engage with the gallery's upcoming fall exhibits, participate in a group art making activity and group conversation.

Join us on

Friday, September 28th 2018 (6:30pm-8pm)

for an engaged group journey to experience the gallery space and its new exhibits, followed by a Chai Circle of critical group conversation.

Snacks and refreshments will be provided.

RSVP at <https://crossingdifferences.eventbrite.ca>
OR by email: jassi@cassa.on.ca



AGM FALL EXHIBITS:

Bonnie Devine

Circles and Lines: Michi Saagiig

On from Sept. 6-Dec. 21 2018

Guest curated by Raven Davis

- + This event is FREE
- + Cash reimbursement for bus fare available at event
- + Event spaces are fully wheelchair accessible.

The Council of Agencies Serving South Asians (CASSA)'s work is on traditional Indigenous territories of the Huron-Wendat, Haudenosaunee, and the territory of the Mississaugas of the Credit. This territory, part of the Dish with One Spoon Treaty is an agreement between the Anishinaabeg, Haudenosaunee & allied nations to peaceably share & care for the resources around the Great Lakes. This territory is also covered by the Upper Canada Treaties.

Full land acknowledgement posted on the RSVP Eventbrite link.

Bike Brampton

- Project participants organized a community consultation with Bike Brampton for the City of Brampton to seek input on ways the community would like to use cycling to get around the City
- Outreach was focused on the racialized communities in the city, in particular, on the Punjabi Sikh community (majority)
- The discussion centred around health and safety, traffic issues, tips from veteran cyclists
- The input was turned into an Infographic for Bike Brampton to use in their advocacy and also translated into Punjabi
- English: [Sub Projects\CASSA Bike Brampton Infographic.pdf](#)
- Punjabi: [Sub Projects\Punjabi Translation - Infographic.pdf](#)

Volunteer MBC

- A training module was developed with the StepUp Youth Ambassadors Executive team on Anti-Racism and Anti-Oppression to use to train other youth in the Region of Peel
- Through this project the Executive team learned facilitation skills for their training, how to promote volunteerism among youth, and how to engage the wider community
- The training module was turned into a Zine by the participants – a popular tool used by youth
- [Sub Projects\Volunteer MBC Zine.pdf](#)

Phase 5: Local Result Sharing

- ❖ Once all 9 sub-projects were completed, 3 community forums; one in each region, were organized by CASSA and the project participants
- ❖ Participants presented their projects to the community and service providers and policy makers in the three sectors of focus
- ❖ Participants received a certificates of training and project completion at these events
- ❖ Objective: to share knowledge with appropriate stakeholders to influence the way they plan their programming to increase the participation of diverse communities
- ❖ To provide a networking platform for participants to interact with agencies and policy makers in the sector of their interest

Phase 6: Independent Evaluation

- ❖ An independent evaluation was conducted to measure:
 - if the Intercultural Collaborative met its deliverables,
 - the impact the project had on project participants
 - the impact the project had on partner agencies
 - to seek input on program improvements for other agencies interested in replicating the project

Phase 7: National Result Sharing

Objectives:

- To share knowledge and lessons learned with like-minded, social justice, and sector specific agencies to influence their programming and services to include more participation from diverse communities
- To share Anti-Racism, Anti-Oppression training modules to use for their clients and staff
- To provide information on replicating a similar project including possible funding from the Department of Canadian Heritage

Project Outcomes - Participants

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Project participants reported:

- Increased connection to the arts, sports, civic, and/or youth engagement sectors: opportunity to speak and be heard
- Gained valuable knowledge and skills on project management, event planning, and anti-oppression
- Increased networks: tangible experience in the not profit sector
- Change in attitude and behaviour in how they respond to racism and oppression
- Mean satisfaction among participants was 4.8 out of 5

Project Outcomes – Partner Agencies

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Partner agencies reported:

- Increased connections to community groups
- increased knowledge to improve their programs and services
- using the input from the sub-projects directly in their future programming i.e. Bike Brampton Infographic and Volunteer MBC training zine
- suggestions for improvement in order to have a greater impact on the sector

Replication and Suggestions of Improvement

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- ❖ Training
- ❖ Participant recruitment and retention
- ❖ Project Design
- ❖ Resources
- ❖ Ongoing engagement
- ❖ More planning work
- ❖ Communication Strategy

Funding Source

- ❑ Department of Canadian Heritage – Inter-Actions Multiculturalism Program
- ❑ Current call for proposals: Community Support, Multiculturalism, and Anti-Racism Initiatives
- ❑ <https://www.canada.ca/en/canadian-heritage/services/funding/community-multiculturalism-anti-racism.html>
- ❑ Tips for CSMARI:
 - Involve multiple diverse communities in project
 - Framework should revolve around anti-racism
 - Strong evaluation and information dissemination for result sharing – wide reach
 - Ensure no budget items are ineligible
 - Support letters are strongly recommended from partners
 - Set realistic goals and deliverables
 - Ensure project/event is not part of ongoing/core work of agency