

Getting Left Behind

Who gained
and who didn't
in an improving
labour market



POVERTY AND
EMPLOYMENT PRECARIETY
IN SOUTHERN ONTARIO



United Way
Greater Toronto

Working Precariously: Causes and Consequences Tuesday, 19 June 2018

9:00 **Registration with coffee and light refreshments**

9:30 **Welcome – United Way Greater Toronto & McMaster University**

- **Daniele Zanotti**, President & CEO, United Way Greater Toronto
- **Wayne Lewchuk**, Professor, School of Labour Studies and Department of Economics
McMaster University

9:45 **Rising Tides Only Lift Some Boats: the differential impacts of precarious employment**

- Moderator: **Tasleem Thawar**, Director, Strategic Initiatives, United Way Greater Toronto
- Getting Left Behind – Findings & Recommendations from the Third PEPSO survey report:
 - **Wayne Lewchuk**, Professor, School of Labour Studies and Department of Economics, McMaster University and **Stephanie Procyk**, Manager, Research, Public Policy & Evaluation
- Promoting decent work for racialized women
 - **Simran Dhunna**, Young Insight Scholar, Access Alliance Multicultural Health and Community Services
- The New Precarious – Professional Work in Canada
 - **Ricardo Tranjan**, Senior Researcher, Canadian Centre for Policy Alternatives

11:00 **Break & Coffee**

11:15 **International Ripples: precarious employment's impact on immigrants and their families**

- Moderator: **Stephanie Premji**, Assistant Professor, McMaster University
- Precarious Migration, Filipino Family Integration and Student Success in Canada: Impacts and Policy Reforms
 - **Jennilee Austria**, School Board Consultant, Filipino Talks
- Whole Worker Industrial Relations: Work and Family Precarity among Mexican Migrant Agricultural Workers
 - **Don Wells**, Professor Emeritus, McMaster University
- Migrant workers and barriers to occupational health and safety protections
 - **Janet McLaughlin**, Associate Professor, Wilfrid Laurier University

12:15 **Lunch & Keynote**

- Moderator: **Andrew Parkin**, Director, Mowat Centre
- Temporary Work – Dangerous for your Health
 - **Sara Mojtehdzadeh**, Work and Wealth Reporter, The Toronto Star

1:15 Responding to Precarity: perspectives of those in precarious employment

- Moderator: **Colette Murphy** – Executive Director, Atkinson Foundation
- The PEPSO Millennial Survey
 - **Jeffrey C. Martin**, Principal, Quorum Communications Inc.
- The Dirt on Precarity: What Cleaners Know & How They Resist
 - **Sean Kamin-Patterson**, Ph.D. Candidate, Queen's University
- The Fight for \$15 and Fairness
 - **Deena Ladd**, Coordinator, Workers' Action Centre

2:15 The Employment Precarity Index Beyond the GTHA: precarious employment in Canada

- Moderator: **Christine Yip**, Founder & Managing Director, Organizations for Impact
- Precarious Employment Research Initiative in Peterborough
 - **Monique Beneteau**, Health Promoter, Peterborough Public Health
- Precarious Employment in London, Ontario
 - **Michael Courey**, Centre Coordinator, London Poverty Research Centre
- Poverty & Employment Precarity in Niagara (PEPiN)
 - **Jonah Butovsky**, Associate Professor, Brock University

3:00 Break & Coffee

3:15 Looking Forward: creating a labour market that serves us all

- Moderator: **Kofi Hope**, Former Executive Director, CEE Centre for Young Black Professionals; Senior Policy Advisor, Wellesley Institute; Bousefield Distinguished Visiting Scholar at the University of Toronto School of Urban Planning
- Better Business Outcomes Through Workforce Security
 - **Michelynn Laflèche**, Vice-President, Strategy, Research and Policy, United Way Greater Toronto
- The local view on next steps
 - **Deirdre Pike**, Senior Social Planner, Social Planning and Research Council of Hamilton

4:15 Closing remarks

- **Michelynn Laflèche**, Vice President, Strategy, Research and Policy, United Way Greater Toronto

4:30 End

Biographies



Jennilee Austria, Community Liaison, NPower Canada / Filipino Talks

Jennilee Austria is a Filipina-Canadian writer, speaker, and researcher. Her experiences as a School Settlement Worker and her involvement with the Filipino Youth Transitions in Canada project and the HCDSB Pinoy Project inspired her to establish Filipino Talks-- a program that promotes understanding between school boards and Filipino newcomer youth. She has a Masters in Immigration and Settlement Studies from Ryerson University.



Monique Beneteau, Health Promoter, Peterborough Public Health

Monique Beneteau is a Health Promoter at Peterborough Public Health who has worked on many different projects over her 15 years with the agency. In 2012, she successfully advocated for her organization to devote time to addressing employment and working conditions as a social determinant of health. Over the past five years, she has co-hosted a Good Jobs Summit in June 2015 with United Way of Peterborough and District, helped co-ordinate several education and advocacy events as part of the Decent Work Series and has assisted in implementing several initiatives as a member of the Peterborough Workers' Action Centre. In the summer of 2016, she worked with two community partners to develop a plan for collecting local employment data using the PEPSCO survey. The partnership has grown and has become the Precarious Employment Research Initiative. Monique holds post-graduate degrees in psychology and industrial relations and has been doing health promotion work for over 20 years.



Jonah Butovsky, Associate Professor, Brock University

Dr. Jonah Butovsky teaches quantitative methods and political sociology at Brock University in St. Catharines, ON. He has a BA from McGill University and an MA and PhD from the University of Toronto. Professor Butovsky has published articles on Canadian political values, migrant agricultural workers in the Niagara Region, and a series of papers on Marx's theory of the falling rate of profit. He has just completed a study (with Jeff Boggs, Nathalie Choumont, Paul Conner, Lori Kleinsmith, Grace Maich, and Jennifer Williamson) on precarity in Niagara called "Uncertain Jobs, Certain Impacts: Employment Precarity in Niagara". He has been involved in the local labour movement and is currently the Health and Safety Officer for the Brock University Faculty Association.



Michael Courey, Centre Coordinator, London Poverty Research Centre

Michael Courey is the coordinator for the London Poverty Research Centre (LPRC) at King's University College in London, Ontario. He is also a PhD candidate in Sociology working in the area of urban sociology, community organizing, and social movements. His work at the LPRC has focused on the issue of precarious employment, poverty reduction, and mental health, addictions and homelessness. Led by Professor Joseph Michalski and Don Kerr the LPRC conducted a regional study using the Employment Precarity Index replicating previous PEPSCO research. Michael's work at the LPRC over the past year has largely been to mobilize knowledge and engage in community conversations about the issue in London. He is currently working with a grassroots media team to produce a documentary about

the 'lived experience' of precarious employment and preparing an event targeted at solutions for the Fall 2018.



Simran Dhunna, Young Insight Scholar, Access Alliance Multicultural Health and Community Services

Simran Dhunna is a Young Insight Scholar at Access Alliance Multicultural Health and Community Services, where she is working on the Promoting Decent Work for Racialized Women project. Simran received her Honours Bachelor of Science from the University of Toronto last year, and will be starting her Master of Public Health in Epidemiology at the University of Toronto this September. In the past, she has conducted research on Mother-to-Child HIV Transmission policy in Thailand; domestic violence experienced by young Maori mothers in New Zealand; and LGBTQ migrant health. Simran is currently active in grassroots organizing in Toronto, namely with the Fight for \$15 and Fairness campaign and Silence is Violence, an anti-violence student group at UofT.



Kofi Hope, Former Executive Director, CEE Centre for Young Black Professionals; Senior Policy Advisor, Wellesley Institute; Bousefield Distinguished Visiting Scholar at the University of Toronto School of Urban Planning

Dr. Kofi Hope is a Rhodes Scholar, Doctor of Philosophy in Politics, community activist and youth advocate. He has over 15 years of experience in managing community based programs. Kofi was the 2017 winner of the Jane Jacobs Prize, for his work improving the City of Toronto. In 2005 he founded the Black Youth Coalition Against Violence, a group which advocated for real solutions to the issue of gun violence. This advocacy work included a presentation for then Prime Minister Paul Martin and led to him being named one of the Top Ten People to Watch in Toronto in 2006 by the Toronto Star.

He was the Executive Director of the CEE Centre for Young Black Professionals (CEE) a non-profit which creates economic opportunities for Black youth in Toronto. He has delivered over 125 speaking engagements in Canada and the UK, was co-chair of Olivia Chow's election advisory committee in 2014 and is a member of the Board of Directors for the Atkinson Foundation and Toronto Environmental Alliance. Kofi has been featured widely in the Canadian media including: Metro Morning, Canada AM, TVO's The Agenda, Ontario Today, The Toronto Star, The Globe and Mail, The National Post and CP24. A global traveler he has visited 22 countries around the world and calls Toronto Ontario home.



Deena Ladd, Coordinator, Workers' Action Centre

Deena Ladd has been working to improve wages and working conditions for primarily workers of colour, low-wage workers and immigrant workers for the past 26 years. Deena is a co-founder and the coordinator of the Workers' Action Centre. The Workers' Action Centre works with predominantly low-waged immigrant workers and workers of colour in precarious jobs that face discrimination, violations of rights and no benefits in the workplace. She is active in the Fight for \$15 and Fairness Campaign, Migrant Workers Alliance for Change and the Decent Work and Health Network. Deena has been involved in the PEPSCO project as a community advisory member focusing on how research can connect to public policy to improve the lives of workers.



Michelynn Laflèche, Vice-President, Strategy, Research & Policy, United Way Greater Toronto

Michelynn Laflèche is Vice-President of Strategy, Research & Policy at United Way Greater Toronto. Prior to this, she studied and worked on race and gender issues in Canada, Germany and the UK. She obtained her undergraduate degree at the University of Ottawa, her Master's degree at the University of Toronto and undertook her postgraduate studies jointly at the University of Toronto and Karls Ruprecht University. Michelynn worked as a research consultant, an ESL teacher and a university lecturer over a period of ten years before relocating to London. She joined the Runnymede Trust in 1997, one of the UK's leading social policy research charities, and was appointed Chief Executive in 2001. Michelynn led the organisation for eight of its most successful years until returning to Canada in 2009. Since then, Michelynn worked as an independent consultant and for the Greater Toronto Civic Action Alliance before joining United Way in 2011.



Wayne Lewchuk, Professor, School of Labour Studies and Department of Economics, McMaster University

Dr. Wayne Lewchuk is professor in the School of Labour Studies and Department of Economics at McMaster University. As well as his work with the PEPSO group, his recent research focused on the health effects of precarious employment. The results of this study were published by McGill Queens University Press in the spring of 2011 in a volume titled *Working Without Commitments: Precarious Employment and Health* and in the *Economic and Labour Relations Review* (2017) in *Studies in Political Economy* (2016). He is currently the co-principal investigator of the Poverty and Employment Precarity in Southern Ontario (PEPSO) initiative. He holds a BA and MA in economics from the University of Toronto, and a Ph.D. in economics from the University of Cambridge.



Jeffrey C. Martin, Principal, Quorum Communications Inc.

Jeffrey C. Martin is a Hamilton-based writer, researcher and communications professional. He is Principal of Quorum Communications, a public relations, marketing and research consultancy. Jeff has been recognized for excellence in communications with 35 regional and national awards, and is an accredited member and Fellow of the Canadian Public Relations Society. He was lead instructor for two post-grad public relations and communications programs: Sheridan and the University of Western Ontario. Jeff earned his BA (Labour Studies) and MA (Work and Society) at McMaster University, where he focused his study on precarious work, the living wage and basic income policy. His thesis drew its inspiration from the work of the Poverty and Employment Precarity Research Group. He is lead researcher and co-author of the 2017 Hamilton Millennial Survey study, "The Generation Effect." Jeff co-chairs Basic Income Hamilton and previously co-chaired the City of Hamilton's music strategy. Outside of work, he wrote and recorded two albums with Hamilton indie folk-rock act, The Caretakers.



Janet McLaughlin, Associate Professor, Wilfrid Laurier University

Dr. Janet McLaughlin is Associate Professor of Health Studies and a Research Associate with the International Migration Research Centre at Wilfrid Laurier University. Starting with her PhD thesis in Medical Anthropology at the University of Toronto, her research has examined health issues among migrant agricultural workers in Canada, Mexico and Jamaica for over 14 years, focusing on such topics as occupational health and safety, social determinants of health, family impacts of migration, gender issues, and access to health care and workers' compensation. Dr. McLaughlin has published dozens of academic and policy papers, is a frequent media commentator, and regularly participates in knowledge-mobilization, government consultation, and community initiatives. In 2011 she co-founded the Migrant Worker Health Project, which aims to educate health care providers and policy-makers about the unique health vulnerabilities and needs of migrant workers.



Sara Mojtehdzadeh, Work and Wealth reporter, The Toronto Star

Sara Mojtehdzadeh is the Star's Work and Wealth reporter. She reports on the changing workplace, including precarious work, labour issues, and workers' compensation. Previously, Sara worked for the BBC World Service. Her work at the Star has been recognized by the Hillman Foundation prize for social-justice oriented investigative journalism. In 2017, she received the JHR/Canadian Association of Journalists Award for human rights reporting and was nominated for the Michener Award for outstanding public service journalism.



Colette Murphy, Executive Director, Atkinson Foundation

For Colette Murphy, philanthropy has always been more about the power of people than the power of money to change the world.

A Canadian who was raised in the US, Colette cut her teeth as an activist working alongside refugees who found their way to Toronto in the 90s. Since then, she's earned a North American reputation as a reliable ally, a tenacious advocate for social and economic justice, and a creative collaborator across traditional lines. Best known as an organizational capacity builder at United Way Toronto and a champion for inclusive local economies at the Metcalf Foundation, she has also worked behind-the-scenes on innovative poverty reduction, anti-racism and leadership development initiatives over the course of her career.

As the Executive Director of the 75-year old Atkinson Foundation, Colette focuses on strengthening movements for decent work, shared prosperity and democratic renewal. These efforts are inspired by the example set by Joseph Atkinson who knew poverty before he knew wealth as the publisher of Canada's largest daily newspaper, the Toronto Star. To this day, the foundation's public policy agenda and investment strategies reflect Mr. Atkinson's deep personal concern for the lives and livelihoods of working people, and his pragmatic vision of a just society.

Colette and her partner David have two children, Celeste and Malachy. They live in a Toronto neighbourhood that has perfected the art of the street party.



Andrew Parkin, Director, Mowat Centre

Dr. Andrew Parkin is the Director of the Mowat Centre, an independent public policy think tank located at the Munk School of Global Affairs and Public Policy at the University of Toronto and Ontario's non-partisan, evidence-based voice on public policy. Andrew has previously served as Director General of the Council of Ministers of Education Canada (CMEC), Associate Executive Director and Director of Research and Program Development at the Canada Millennium Scholarship Foundation, and Co-Director of the Centre for Research and Information on Canada. Andrew has convened, informed and led national and international discussions on a wide range of public policy issues and acted as an authoritative public spokesperson on education, federalism and the Canadian political community in both official languages.

A political sociologist by background, he completed his post-doctorate at Dalhousie University, his Ph.D. at the University of Bradford (U.K.), and his B.A. (Honours) at Queen's University. He has received several academic honours, including a Commonwealth Scholarship and a Killam Postdoctoral Fellowship, and has authored or co-authored numerous publications on Canadian public policy.



Sean Kamin-Patterson, Ph.D. Candidate, Queen's University

Sean Kamin-Patterson is a PhD student in the department of Geography and Planning, Queen's University. His research examines Toronto's commercial cleaning industry and efforts by union and non-union organizations to improve working conditions for immigrant workers.



Deirdre Pike, Senior Social Planner, Social Planning and Research Council of Hamilton

Deirdre Pike has been with the Social Planning and Research Council of Hamilton since 2001. After transitioning out of 14 years of parish ministry, Deirdre found a great match for her passion for social justice and her facilitation skills when she joined the team at the SPRC. In her current role as a Senior Social Planner, Deirdre works with both grassroots organizations and policy making bodies under three priority areas – poverty reduction, affordable housing and homelessness, and equity and inclusion.



Stephanie Premji, Assistant Professor, McMaster University

Job security decreases. People move around the planet more easily. Issues such as precarious employment, or being a non-white worker, aren't solely a matter of business, economics or even social justice; they are also health issues. Dr. Stephanie Premji researches how employment issues affect health.

Some such issues are as mundane as daily commutes – more and more people work multiple jobs in different locations, and spent large parts of their days (and nights) in transit. Spending three to six hours traveling each day can create sleeplessness, anxiety, depression, and social and behavioural problems for workers, and also for their children.

Premji's work relies on having the infrastructure in place to reach historically marginalized groups, and provide them with information and interpretation in languages and formats that encourage them to participate in research.

For Premji, this means working with community partners – not just to find translators and study participants, but also to shape the research itself, and to feed the results back into those communities. In her teaching, Premji finds many of her students turn out to be second-generation Canadians whose parents have experienced first-hand de-skilling and precarious employment. She appreciates how students feel connected to her field of expertise, and trusts that as they increase their understanding of these issues, they will be better positioned to affect them.



Stephanie Procyk, Manager, Research, Public Policy and Evaluation, United Way Greater Toronto

Stephanie Procyk is the Manager of Research, Public Policy and Evaluation at United Way Greater Toronto. In this role, she has led United Way's work on precarious employment in collaboration with McMaster University and the Poverty and Employment Precarity in Southern Ontario Research Group (PEPSO). Her work includes several high-profile reports including Building Better Business Outcomes Through Workforce Security (2017), The Opportunity Equation (2017 second edition; 2015 first edition), The Precarity Penalty (2015) and It's More than Poverty (2013). Her new edited collection with Fernwood Press is Precarious Employment: Causes, Consequences and Remedies, co-edited with Wayne Lewchuk and John Shields. Stephanie previously worked in consulting with Open Policy Ontario and in mental health services and labour organizing in Chicago. She completed her BA at McGill University and her Master of Public Policy at the University of Michigan Ford School of Public Policy.



Tasleem Thawar, Director, Strategic Initiatives, United Way Greater Toronto

Tasleem Thawar is Director, Strategic Initiatives at United Way Greater Toronto. She has more than 10 years of experience working on multi-stakeholder initiatives in the not-for-profit, private, and public sectors. Prior to joining UW, she worked at PEN Canada as Executive Director for 6 years. She is also a Freelance Policy and Research Consultant and has worked on policy development and implementation, and stakeholder consultation and engagement. She has worked with United Way and the City of Toronto, and internationally, with the Museum of Immigration and Diversity, the Royal Society of Arts in the UK, the Aga Khan Foundation in Tanzania, and Hitachi Ltd. in Japan.

Tasleem has a Master's Degree in Environment and Development from the London School of Economics in the UK, and a Bachelor's of Commerce from Queen's University. Outside of work, she enjoys spending time with her two-year old son and is a freelance writer of fiction, non-fiction, and book reviews.



Ricardo Tranjan, Senior Researcher, Canadian Centre for Policy Alternatives

Ricardo Tranjan is a senior researcher with the Canadian Centre for Policy Alternatives' Ontario office. Before joining the CCPA, Ricardo was the policy lead and manager of the City of Toronto's Poverty Reduction Strategy. Ricardo has also conducted research in universities in Ontario, Québec, and São Paulo, specializing in the interplay between democratic processes and socioeconomic development, with an emphasis on sub-national economic policy. His publications include the

book *Participatory Democracy in Brazil: Socioeconomic and Political Origins* (University of Notre Dame Press). Ricardo holds a Ph.D. from the University of Waterloo; he speaks English, French, Spanish, and Portuguese. You can follow Ricardo on Twitter @Ricardo_Tranjan: email him at rtranjan@policyalternatives.ca.



Don Wells, Professor Emeritus, McMaster University

Dr. Don Wells is Professor Emeritus in the School of Labour Studies and the Political Science Department at McMaster University. His current research focuses on the privatization of international labour standards regulation; impacts of international labour migration on migrant workers and their families; and labour politics and policy in Canada.



Christine Yip, Founder & Managing Director, Organizations for Impact

Christine Yip is the founder of Organizations for Impact, a start-up consultancy helping organizations transform policies, programs, behaviors, and structures to enhance the quality of life of people at work. She has a Masters degree in Industrial and Organizational Psychology from the University of Guelph and Social Policy and Planning from the London School of Economics and Political Science. She has spent her career working across businesses, not for profits, governments, and research institutes to identify, design, and implement organizational and policy changes aimed at improving organizational and community outcomes.



Daniele Zanotti, President & CEO, United Way Greater Toronto

In his over 20 years of experience in the public and non-profit sectors, Daniele's work is guided by one core value —to work in and with community across all sectors to create positive change.

As CEO of United Way York Region, he played a pivotal role in the merger of United Ways across Toronto and York Region in 2015. Under his leadership, the organization continues to apply an increasingly regional lens —in April, joining with Peel Region to form United Way Greater Toronto, the largest United Way in the world and largest funder of social services outside of government.

This scaled-up approach is improving opportunities for donors, volunteers, and partners across Peel, Toronto and York Region, and building capacity to expand local investments. The organization continues to innovate digitally to support an uprising of care that will engage 1 million people by 2025.

Daniele holds a Masters in Social Work from the University of Toronto and sits on advisory committees and boards across the region. He lives in Vaughan with his wife and two children.

About PEPSO

PEPSO is the Poverty and Employment Precarity in Southern Ontario research alliance. The PEPSO project is a six year (2010-2016) SSHRC Community-University Research Alliance funded initiative investigating the growth of precarious employment in Southern Ontario and its impacts on individual and family well-being. It grew out of the 2007 United Way Toronto report, *Losing Ground*, which documented the growth of household poverty in Toronto and its association with precarious employment.

PEPSO comprises two surveys, the first of which was the basis for the report *It's More than Poverty*, and the second of which was the foundation for *The Precarity Penalty*. It also involves six case studies, each covering precarious employment from a different angle. The PEPSO project aims to meet the research need to gather data on trends in precarious employment and to encourage policy debate. Much of the evidence regarding precarious employment and its impact on households and communities is anecdotal and, without solid quantitative research, it has been difficult to influence public policy. It is our hope that this research will lead to meaningful policy change in the lives of the precariously employed and their families, and stimulate further research on this topic. More information about the project and its publications can be found at www.pepsocanada.ca.

LIST OF DELEGATES

Simran Dhunna, Access Alliance
Multicultural Health and Community
Services

Tola Mbulaheni, Access Alliance
Multicultural Health and Community
Services

Thuy Tran, Access Alliance
Multicultural Health and Community
Services

Colette Murphy, Atkinson Foundation

Nasima Akter, Bangladeshi-Canadian
Community Services

Lori Kleinsmith, Bridges Community
Health Centre

Simon Black, Brock University

Jeff Boggs, Brock University

Jonah Butovsky, Brock University

Ricardo Tranjan, Canadian Centre for
Policy Alternatives (CCPA)

Emily Norgang, Canadian Labour
Congress

Michael Raymond, Catholic
Crosscultural Services Peel

Sharon Mayne Devine, Catholic
Family Services Peel-Dufferin

Christopher Cutler, City of Hamilton

Patrick Fusaro, City of Hamilton

Irene Heffernan, City of Hamilton

Aine Leadbetter, City of Hamilton

Patrick O'Neill, City of Hamilton

Nancy Fischer, City of Peterborough

Sarah Blackstock, City of Toronto

April Lim, City of Toronto

Sean McIntyre, City of Toronto

Dan Rosen, City of Toronto

James Lapierre, City of Toronto

Harvey Low, City of Toronto

Kelly Murphy, City of Toronto

Karen Mason, CoAct

Michael Kerr, Colour of Poverty -
Colour of Change

Margot Sane, Community Living
Burlington

Judy Shaw, Community Living
Burlington

Emily Mahoney, Community Living
Toronto

Stanley Cheung, Community Living
York South

Gowsica Sajegan, Community Living
York South

Ritu Singarayer, Community Living
York South

Lily Chang, CUPE Local 79

Kemi Jacobs, Delta Family Resource
Centre

Caitlin Duffy, Elizabeth Fry Society of
Peel Halton

Deborah Riddle, Elizabeth Fry Society
of Peel Halton

Lara Encinas, Enterprising Careers -
Program Coordinator

Anita Khanna, Family Service
Toronto/Campaign 2000

Jennilee Austria, Filipino Talks

Markus Doerr, FoodShare Toronto

Manal Sayid, FoodShare Toronto

Paul M. Taylor, FoodShare Toronto

Nancy Bolton, Fred Victor

Laurell Ritchie, Good Jobs for All
Coalition

Katherine Kalinowski, Good Shepherd
Centre

Tom Atterton, Hamilton and District
Labour Council

Maria Antelo, Hamilton Community
Legal Clinic

Laura Zilney, Hope 24/7

Phil Johnson, Hospitality Workers
Training Centre

David Bush, Income Security
Advocacy Centre

Daniel Rohde, Income Security
Advocacy Centre

Layne Grime, Jono & Laynie [Photo +
Film]

Evelyn Encalada, Justice for Migrant
Workers

Kim Coulter, JVS Toronto

Michael Andrews, Literacy Ontario
Central South

Michael Courey, London Poverty
Research Centre

Hannah Aldridge, Maytree

Stephanie Premji, McMaster
University

Stephanie Ross, McMaster University

Sashaina Singh, McMaster University

Robert Storey, McMaster University

Anthony Tambureno, McMaster
University

Don Wells, McMaster University

Anna Maria Bukowiec, McMaster
University

Isabel Burdett, McMaster University

Madisson Lambert, McMaster
University

Wayne Lewchuk, McMaster University

Chantal Mancini, McMaster University

Christopher Mastrocola, McMaster
University

Jordan Perreault-Laird, McMaster
University

Andrew Wilkin, McMaster University

Rosa Zetler, McMaster University

Heidi Eicher, Ministry of Advanced
Education and Skills Development

Sarah Wilde, Ministry of Advanced
Education and Skills Development

André Lyn, Ministry of Children and
Youth Services

Jessica Mustachi, Ministry of
Community and Social Services

Brian Lewis, Ministry of Finance

Andrew Parkin, Mowat Centre

Jennifer Talbot, Native Women's
Centre

Effat Ghassemi, Newcomer Centre of
Peel

Paul Connor, Niagara Connects

Ed Kothringer, Ontario Network of
Employment Skills Training Projects
(ONESTEP)

Monina Febria, Ontario Nonprofit
Network (ONN)

Tracey Robertson, Ontario Trillium
Foundation

Manzur Malik, OPSEU

Christine Yip, Organizations for
Impact

Lovedeep Multani, Our Place Peel

Mary Gellatly, Parkdale Community
Legal Services

Cate Ahrens, Parkdale Queen West
CHC

Marion Burton, Peterborough and
District Labour Council

Monique Beneteau, Peterborough
Public Health

Hashim Alhussaini, Polycultural
Immigrant and Community Services

Marwan Ismail, Polycultural Immigrant
and Community Services

Nadia Sokhan, Polycultural Immigrant
and Community Services

Mary W. Rowe, Premier's Office

Elizabeth Mulholland, Prosper Canada

Michelle Semonovitch, Public Health
Services

Sean Kamin-Patterson, Queen's
University

Jeffrey C. Martin, Quorum
Communications Inc.

Tim Frakes, Regional Municipality of York
Valentyn Kliuchnyk, Regional Municipality of York
Freba Shahsamand, Regional Municipality of York
Sue Smythe, Regional Municipality of York
Jenny Carson, Ryerson University
Steven Stijacic, Service Canada
Peter Venetas, Small
Deirdre Pike, Social Planning and Research Council of Hamilton
Tash Cheong, Social Planning Toronto
Bailey Hamilton, STRIDE (Supported Training & Rehabilitation In Diverse Environments)
Christina Novakowski, STRIDE (Supported Training & Rehabilitation In Diverse Environments)
Katrina Anderson, STRIDE (Supported Training & Rehabilitation In Diverse Environments)
Rachel Guthrie, TD Bank Group
Mike Belmore, The Society of United Professionals
Jane Wilson, Toronto Community Benefits Network
Andrew Langille, Toronto East Employment Law Services
Eileen de Villa, Toronto Public Health
Hazel Stewart, Toronto Public Health
Sooriyakumar Gobi, Toronto Public Library Workers Union
Sara Mojtehedzadeh, Toronto Star
Fergal O'Hagan, Trent University
Kaylie Tiessen, UNIFOR

Nicole Alie, United Way Greater Toronto
Mariane Asma, United Way Greater Toronto
Pedro Barata, United Way Greater Toronto
Deena Douara, United Way Greater Toronto
Samra Habib, United Way Greater Toronto
Michelynn Laflèche, United Way Greater Toronto
Erin Pooley, United Way Greater Toronto
Stephanie Procyk, United Way Greater Toronto
Laura Quinn, United Way Greater Toronto
Michelle Smith, United Way Greater Toronto
Adriana Suppa, United Way Greater Toronto
Tasleem Thawar, United Way Greater Toronto
Sandi Trillo, United Way Greater Toronto
Mythri Vijendran, United Way Greater Toronto
Jane Wedlock, United Way Greater Toronto
Ramsen Yousif, United Way Greater Toronto
Daniele Zanotti, United Way Greater Toronto
Melissa Riewald, United Way Halton & Hamilton
Corinne Roynon, United Way Halton & Hamilton
Kayla Willet, United Way Halton & Hamilton

Marcia Facey, University of Toronto
William Michelson, University of Toronto
Carles Muntaner, University of Toronto
Dionne Pohler, University of Toronto
Dylan Simone, University of Toronto
Michael Valpy, University of Toronto
Kelley Myers, VHA Home HealthCare
Kofi Hope, Wellesley Institute/ University of Toronto
Jenna Hennebry, Wilfrid Laurier University
Janet McLaughlin, Wilfrid Laurier University
Rob Kristofferson, Wilfrid Laurier University
Diane Dyson, WoodGreen Community Services
Deena Ladd, Workers' Action Centre
Al Wilson, Workforce Planning Board of York Region
Cyndi Ingle, Workforce Planning Hamilton
Judy Travis, Workforce Planning Hamilton
Mike Creek, Working For Change
Luin Goldring, York University
Alice Hoe, York University
Philip Kelly, York University
Maris Miller, YWCA Hamilton
Violetta Nikolskaya, YWCA Hamilton
Petya Nacheva, YWCA Toronto
Raji Rajendran, YWCA Toronto
Tsering Tsomo, YWCA Toronto
Dale Brown
Andrea Carmona