

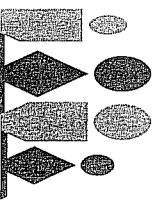
# COMMUNITY LEADING & LEARNING PROGRAM



THE ONTARIO  
TRILLIUM  
FOUNDATION



LA FONDATION  
TRILLIUM  
DE L'ONTARIO



*Delta*  
Family Resource Centre

# OVERVIEW

DATE PREPARED: 1/20/06

**Community Leading and Learning (CL&L)** was launched on Friday, June 16/2006 with funding from Ontario Trillium Foundation. Delta Family Resource Centre and Seneca College partnered in this project. CL&L focuses on building leadership capacity in visible minority women because studies show that they experience twice the unemployment rate as women of European descent.

Applicants to CL&L must have a minimum high school education or equivalent. Credits earned may be applied to other college and/or university courses. CL&L graduates are either employed, providing volunteer services in the community or, are involved in further education and/or training pursuits. CL&L boasts a 92 per cent success rate.

CL&L is free to participants and provides 100 hours practicum in the community and 100 hours classroom training and coaching supports at the Yorkgate Campus of Seneca College, on the 2nd Floor of Yorkgate Mall; two days per week, Tuesdays and Thursdays from 9:30 a.m. to 2:30 p.m. Women with children over 18-months-old are provided with free childcare at the college. Bus transit costs for mothers and their children are also covered by CL&L. For more information call (416) 747-1172 Ext. 75

- ◆ Strengthen the capacity of visible minority women to take on community and citizenship roles; obtain remuneration and support for their civic involvement, have facilitated access to local employment and college training.
- ◆ CL&L focuses on leadership building, community organization and agency training experiences; the concept of "hiring locally", peer-to-peer coaching, public education, college training and learning.
- ◆ To increase the awareness of local non-profit organizations to the benefits of recruiting residents as volunteers and staff; while capitalizing on the leadership potential, development by increasing their educational and training opportunities.
- ◆ Capitalize on the leadership potential of visible minority women and increase their access to community development and capacity building opportunities
- ◆ Link women to local service networks through education, employment and empowerment
- ◆ Strengthen the capacity of women as volunteers and community leaders
- ◆ Enable women to learn and share information on the fundamentals of social change and community action planning
- ◆ Significantly influence process and content of civic engagement activities
- ◆ Appreciatively increase the diversity and employment potential for visible minority women within community and social services' organizations

# WHO WE ARE

*Working with partnerships, community development and capacity building, to respond to the needs of residents a priority for Delta Family Resource Centre*

*(Excerpts from Toronto Star Newspaper article, June 21, 2006, by Carol Goar)*

"Twenty women from the Jane-Finch neighborhood were getting a chance to go to college and become community leaders. Their children would be cared for while they studied. They will get bus tickets and a meal on campus. They will be plugged into the job market. Best of all, they will break out of their ethnic enclaves."

"This is about shifting power," said Rosalyn Miller, executive director of the Delta Family Resource Centre, which developed the program. "It is about communities reclaiming their neighborhoods. Participants are taught the skills they need to become leaders, from understanding the Canadian work environment to coping with discrimination."

"It means a lot of late nights and a lot of sacrifices," said Olivia Lewis, a past member of the Delta's Board of Directors and a public health nurse who grew up in the neighborhood. "We would have loved to have something like this years' ago." As a single mother, she pulled herself out of poverty, raised four children and became a community leader."

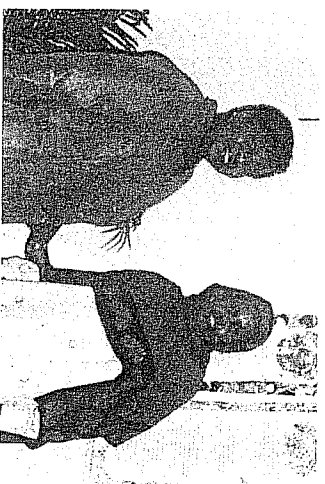
- ◆ **Leolyn Hendricks**, Principal Seneca College of Applied Arts & Technology
- ◆ **Alfred Jean-Baptiste**, Executive Director of Centre For Community Learning & Development
- ◆ **Ann Pyke**, Capacity Building Manager, United Way of Greater Toronto
- ◆ **Nury Rugeles**, Assistant Executive Director Delta Family Resource Center
- ◆ **Sonia Munoz**, Manager of Access Unit, Family Service Association of Toronto
- ◆ **Sathanayaki Vivekananthan**, Case Coordinator Family Service Association of Toronto
- ◆ **Mitaly Hassna**, ECE, Graduate of Community Leading & Learning
- ◆ **Beverley Scarlett**, Community Activist, Graduate of Community Leading & Learning
- ◆ **Agnes Hawa**, Community Activist, Graduate of Community Leading & Learning
- ◆ **Melissa Wong**, Executive Director of North York Women Centre
- ◆ **Norma Wade**, Community Worker, Delta Family Resource Centre



▲ **Leolyn Hendricks**, Principal at Seneca College, Yorkgate Campus, Welcomes all of the CL&L participants to take part in the programs and services at Seneca



▲ **Sangita Parikh** completed her CL&L Practicum at Seneca College and was promptly hired as a Teachers' Assistant



▲ **Sahra Hassan Mohamed** completed her field placement at Toronto Community Housing Corporation and is now working there providing assistance in several different languages

# HOW CL&L WORKS

This unique program increases awareness in hiring local qualified residents within the non-profit and private sectors. CL&L opens doors for visible minority women to be part of the decision making processes occurring at the community level. CL&L takes it one step at a time.

## STEP 1: MAKING CONNECTIONS

CL&L initiates the first phase by outreaching to women whose goals include community leadership and volunteering

## STEP 2: NURTURING LEADERSHIP

This phase includes a 3-month certificate program; an opportunity to earn college credits leading to further post secondary education at Seneca College or other post-secondary institution; community practicum/training placement; Community Conversation Circles, Job Coaching & Preparation

## STEP 3: COMMUNITY RESILIENCE

The final phase focuses on the integration of new leadership back into communities, local organizations and other relevant forums. Graduates are encouraged to act on agency boards, committees and engage in civic activities

## COMMUNITY CONVERSATION CIRCLES

In whatever direction training takes, CL&L participants receive ongoing support, renewal and the opportunity to implement ideas, plans and projects. Monthly Community Conversation Circles and informal networking nurtures and fosters community cohesiveness, social/cultural sensitivity, self-awareness, and peer-to-peer relationships.

Coaches bring resource material and guest speakers to the Community Conversation Circles to help participants deal with systemic issues by utilizing critical thinking techniques, and collective visioning in the pursuit of concrete actions. Relationship building, working cooperatively, and building strong networks are key components in community capacity building for leaders.

	<b>TOPICS</b>	<b>CONTENT</b>		<b>TOPICS</b>	<b>CONTENT</b>
<b>I</b>	LEARNING ABOUT OURSELVES	<ul style="list-style-type: none"> <li>• Where Do We Come From</li> <li>• What Are the Skills We Bring</li> <li>• The Canadian Context</li> </ul>	<b>VII</b>	NON-PROFIT GOVERNANCE	<ul style="list-style-type: none"> <li>• Understanding Boards</li> <li>• Accountability &amp; Liability</li> <li>• Board, Staff Roles &amp; Responsibility</li> </ul>
<b>II</b>	COMMUNICATION & CRITICAL THINKING	<ul style="list-style-type: none"> <li>• Cultural Context of Communication</li> <li>• How We Communicate</li> <li>• What People Hear</li> <li>• Critical Thinking Skills</li> </ul>	<b>VIII</b>	BUDGET PREPARATION	<ul style="list-style-type: none"> <li>• Understanding Non-Profit Finances</li> <li>• The Role of Budget Preparation</li> <li>• Budget Building Cycle</li> </ul>
<b>III</b>	EMPLOYMENT READINESS SKILLS	<ul style="list-style-type: none"> <li>• Setting Personal Goals</li> <li>• Developing a Positive Self-Image</li> <li>• Canadian Work Environments</li> <li>• Confident Presentation Skills</li> <li>• Working in Diverse Environments</li> </ul>	<b>IX</b>	WORKING IN A NON-PROFIT ENVIRONMENT	<ul style="list-style-type: none"> <li>• Employment Standards</li> <li>• Human Resources</li> <li>• Health &amp; Safety</li> <li>• Ontario Human Rights Code</li> </ul>
<b>IV</b>	LEADING FOR CHANGE	<ul style="list-style-type: none"> <li>• Developing a Personal Vision</li> <li>• Building a Team</li> <li>• Creating a Community Vision</li> <li>• Promoting Equity</li> </ul>	<b>X</b>	PREPARING FOR ACTION	<ul style="list-style-type: none"> <li>• Developing a Plan</li> <li>• Setting Up a Support System</li> <li>• Plan "B"</li> <li>• Launching Ourselves</li> </ul>
<b>V</b>	NEGOTIATION	<ul style="list-style-type: none"> <li>• Understanding Negotiation</li> <li>• Coping with Conflict</li> <li>• Building Consensus</li> </ul>	<b>XI</b>	COMMUNITY ENGAGEMENT	<ul style="list-style-type: none"> <li>• Training Placements</li> </ul>
<b>VI</b>	PROGRAMMING OVERVIEW	<ul style="list-style-type: none"> <li>• Program Design</li> <li>• Program Development</li> <li>• Program Delivery</li> </ul>			

# TESTIMONIALS



▲ Group III CL&L Participants  
Planning their June 6/2008 Graduation



▲ Group IV, Community Leading & Learning  
Participants during a classroom session

## **Community Leading & Learning Graduate, Monica Nelson**

"I was excited about the program, not only because the Course Outline offered such a vast expanse of knowledge, but mostly because it offered an opportunity for a job placement. For me it was another way to tap into the job market after being out of it for so long. I signed myself up and my friend, both of us single mothers with families to support."

## **Vice Principal of Gracedale Public School, Kari Hudson**

"Our Community Leading & Learning trainee assisted newcomers in the school. She helped out during our Pizza Lunches. She also assisted in the library and school office area, which helped to improve her organizational skills. During Parent Teacher Interviews, she assisted the staff by acting as an Urdu interpreter. By assisting us in so many ways, the trainee improved her interpersonal skills and has built positive relationships at Gracedale. It has been a pleasure having her in our school. She has been helpful to many staff, students and parents. Thank you Community Leading & Learning."

## **Program Coordinator of Somali Women's & Children's Support Network, Farthia Warsame**

"Nasra (The CL&L Trainee), worked with seniors in the Somali community, providing information, referrals, English translations and interpretations when needed; escorting them to ODSP Offices and providing home visits. She was a reliable worker and an asset to our program. She has a good understanding of the unique needs of our clients. She will be missed by the seniors and everyone at the Somali Women's & Children's Support Network."

## **Toronto Community Housing Corporation, Property Manager, M. Mwarigha**

"It has been a tremendous accomplishment to have a cross-cultural community group of students that enhances the diverse population we serve as a social housing landlord. The student placements from Community Leading & Learning have made valuable contributions to our day-to-day services to the tenants, by assisting in every aspect of our business. This service has served a dual purpose, by allowing us to utilize the skills obtained in their college program, and, also by giving the students the exposure they need in order to be well prepared for the work force. As one of the largest employers in the City of Toronto, we support, nurture and encourage the development of students who have completed, or are in the process of completing their studies, in order to make an impact on their working lives. Many thanks to Community Leading & Learning"

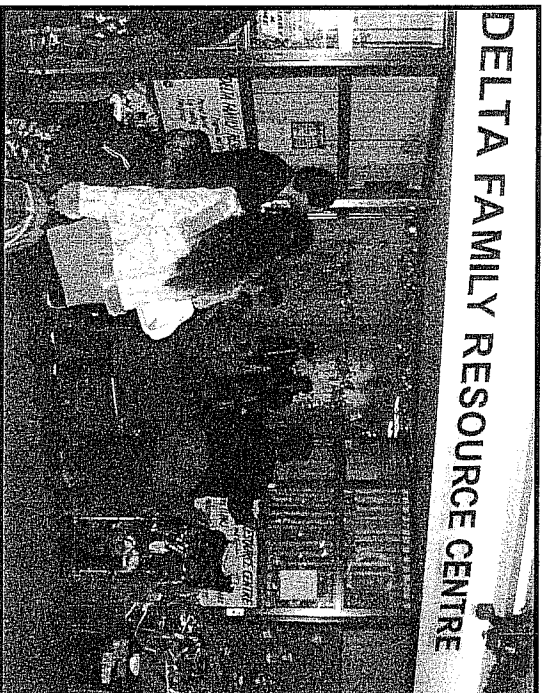
# QUESTIONS MOST FREQUENTLY ASKED

- ◆ **Will I have to pay anything?**  
No. The employer who provides training to a CL&L graduate is not expected to provide payment for services. However, it is allowed if some employers opt to provide TTC transportation costs
- ◆ **Am I expected to hire the trainee after the training contract is completed?**  
The employer is not obligated in anyway to hiring a CL&L graduate; although many of do hire CL&L graduates
- ◆ **Can you name some of the organizations that have hired a CL&L graduate?**  
Some organizations that have hired CL&L graduates include, Toronto District School Board, Toronto Community Housing Corporation, Seneca College, Delta Family Resource Centre, and the Working Women's Community Centre
- ◆ **What are the direct benefits to my organization for training a CL&L graduate?**  
Qualified, amiable assistance and professional support services from students referred by CL&L, endorsed by Seneca College and Delta Family Resource Centre
- ◆ **Are there other benefits to CL&L?**  
CL&L can provide professional development training modules to your existing staff and volunteers
- ◆ **I do not have a baby sitter. Will I be able to bring my children with me?**  
If your children are over 18 months old, you may bring them with you. A Childcare Facility is on site at Seneca College, with licensed Early Childhood Educators providing recreational, enjoyable and educational activities for your children. The children also receive morning and afternoon healthy snacks
- ◆ **Do I have a choice of where I receive my community training?**  
Yes. CL&L graduates are advised to investigate volunteer and job opportunities in the community and choose the agency or organization that will provide the kind of work experience which most closely fits their professional background and employment goals.
- ◆ **What if I am not hired by my training employer?**  
Some CL&L graduates use the academic credits earned at Seneca College, to apply for other college programs. CL&L graduates have used their credits toward entrance at Ryerson and York University.  
Other graduates have received help from the CL&L coordinator in acquiring employment

## CONTACT DELTA FAMILY RESOURCE CENTRE FOR INFORMATION AND REGISTRATION

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2721 Jane Street, Unit 14  
Toronto, Ontario M3L 1Y4

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Website: [www.dfrc.ca](http://www.dfrc.ca)



**Main Location:**

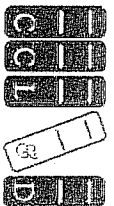
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2721 Jane Street, Unit 14  
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Website: [www.dfrc.ca](http://www.dfrc.ca)

**Other Locations**

Gord & Irene Risk Community Centre / Grandravine Community Centre /  
Humber Summit Library / Humber Summit Resource Centre (Duncanwoods Drive & Islington) /  
Sheppard Public School



United Way  
of Greater Toronto



T O R O N T O  
Public Library

**Seneca**