



**TRIEC**

Toronto Region Immigrant  
Employment Council

opportunity

collaboration

impact

# 2009 Annual Report

09



## Vision

A Greater Toronto Region that prospers by fully engaging the contributions of skilled immigrants.

## Mission

TRIEC creates and champions solutions to better integrate skilled immigrants in the Greater Toronto Region labour market.

## Objectives

- To convene and collaborate with partners, creating opportunities for skilled immigrants to connect to the local labour market.
- To work with key stakeholders, particularly employers, building their awareness and capacity to better integrate skilled immigrants into the workforce.
- To work with all levels of government, enhancing coordination and effecting more responsive policy and programs for skilled immigrant employment.

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We can only enjoy success if everyone has an equal chance to contribute – and this takes **deliberate decision-making** and action.



TRIEC and its partners mourn the passing of David Pecaut, Chair of the Toronto City Summit Alliance (TCSA), and one of the early visionaries and founders of TRIEC. David was passionate about including immigrants in the success story of Toronto.

## Leadership Message

Each year, the Toronto Region welcomes close to 100,000 immigrants, roughly equivalent to the entire population of Thunder Bay or Waterloo. The benefits we can derive for our city region from this influx of talent, energy and new ideas are enormous. However, we can only enjoy success if everyone has an equal chance to contribute – and this takes deliberate decision-making and action.

In 2003, TRIEC was established to find the ideas and solutions that would lead to the economic integration and inclusion of skilled immigrants in the Toronto Region. Since then, a number of ideas and programs have been developed. In this year's report, we focus on taking stock of the changes we have made: looking at what has worked, who has been impacted, and what still needs to be done.



Gordon M. Nixon,  
President and CEO, RBC  
and Chair, TRIEC

Zabeen Hirji, Chief Human  
Resources Officer, RBC  
and Co-Chair, TRIEC

Ratna Omidvar, President,  
Maytree and Chair, TRIEC  
Board of Directors

Elizabeth McIsaac,  
Executive Director, TRIEC

While TRIEC has championed these initiatives, the outcomes and successes have been achieved in collaboration with our partners. It is our pleasure to take this opportunity to recognize and thank our many partners and the leadership which has come together on this Council to achieve these results, and we look forward to continuing the pursuit of ideas that build immigrant success for the Toronto Region.



Each year TRIEC and its partners are steadily **creating opportunities** for skilled immigrants to connect to the right jobs more effectively.

- 5,000** skilled immigrants matched with Canadian professional mentors through The Mentoring Partnership
- 1,300** skilled immigrants gained Canadian experience through Career Bridge internships
- 600** skilled immigrants made connections through multiple networking events
- 160** immigrants connected to employers through coordinated recruitment events with partner agencies since 2009
- 98%** of mentees gained a better understanding of relevant professional skills
- 20** professional immigrant networks, representing 10,000 skilled immigrants, benefited from sharing common challenges and successes at TRIEC hosted learning exchange

## Impact on Immigrants

Since TRIEC started in 2003, close to 600,000 immigrants have come to our city. For the prosperity of the city region it is vital that all talent has the opportunity to use their skills. Each year TRIEC and its partners are steadily creating opportunities for skilled immigrants to connect to the right jobs more effectively.

Here we highlight what's working in the hopes that these efforts can be replicated and scaled up to support skilled immigrants, whose full contributions to the labour market will only become more critical as baby boomers retire and birth rates continue to decline.

TRIEC has been working with our partners to create internship, mentoring, recruitment and networking opportunities, and on-the-job integration supports, to help connect and integrate skilled immigrants into the labour market.

*"I am currently a business systems analyst – a position like I had back home. I am so happy to finally be applying my experience and doing what I'm good at."*

Monica Zuluaga, Business Systems Analyst, American Express Canada, hired through BUILD I.T. coordinated recruitment strategy



*"I had over 12 years of experience as a computer engineer when I arrived in Canada. I knew I needed to improve my English, so I enrolled in classes and then looked for a job."*

*While I was lucky and found some contract work at first, that company couldn't hire me on and after that all I could find was a survival job. I tried everything: networking, volunteering, a co-op, but still couldn't find the work I wanted. Finally, when I was getting support from Job Skills – a non-profit agency that connects newcomers to employment – I was told about the American Express Canada recruitment event, organized by TRIEC and several agencies. I felt very comfortable presenting myself, knowing that this company was interested in my international experience.*

*After a few months and two interviews, I was offered the job. I am currently a business systems analyst – a position like I had back home. I am so happy to finally be applying my experience and doing what I'm good at. Finally, things are falling into place."*

- Monica Zuluaga



## TRIEC's employer partners find success through collaboration and innovation.

- 275,000** unique visitors came to hireimmigrants.ca
- 11,000** users viewed TRIEC's cultural competence videos
- 450** job postings shared between TRIEC and 8 local non-profit employment service providers through the CASIP recruitment network
- 350** participants attended TRIEC's How-To HR workshops
- 350** employers hosted skilled immigrant interns through the Career Bridge internship program
- 30** employers joined Council
- 50** employers joined The Mentoring Partnership
- 42** employers referred by TRIEC to the CASIP recruitment network

## Engaging Employers

**TRIEC has a vision for changing corporate culture: To build a business community that recruits openly, integrates immigrant employees effectively and leverages their talents to the fullest.**

Many employers are working with our partners to diversify their sourcing channels. Employers are re-evaluating screening processes to be more culturally competent and ensure that skilled immigrants have an open and supportive development path within the organization. Increasingly, companies are maximizing the talents of skilled immigrants in all aspects of their business.

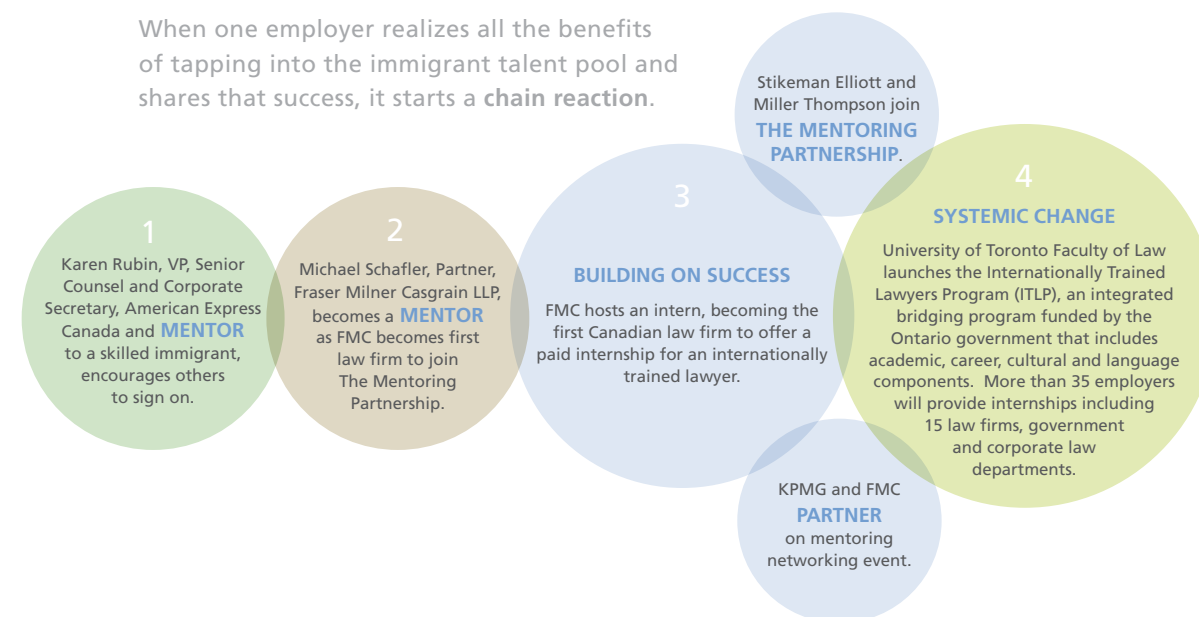
Corporate change happens over time and with input from several influencers. To make change happen, TRIEC has worked with employers of all sizes, across many sectors. When one employer realizes all the benefits of tapping into the immigrant talent pool and shares that success, it starts a chain reaction.

*"Working with TRIEC has enhanced our ability to connect more effectively with our workforce and our customers, from informing our talent and inclusivity strategy, to implementing The Mentoring Partnership, to helping us tell our diversity story. TRIEC has helped Pitney Bowes deepen its relationships with our diversifying workforce and develop cross-cultural skills, and has positioned us for the same success in our offices across the country."*

*Deepak Chopra, President, Pitney Bowes Canada and Latin America  
Pitney Bowes is a co-winner of RBC's Immigrant Advantage Award, one of TRIEC's 2009 IS Awards*



When one employer realizes all the benefits of tapping into the immigrant talent pool and shares that success, it starts a **chain reaction**.



**TORONTO STAR**  
thestar.com

# New Workers, New Skills

SHE WAS HANDLED WITH CARE  
Nurse from China struggled until she found help and spent time in hospitals to relearn her job and improve her English. V4

**AWARD WINNER**  
**Paving her way**

Law firm pioneers path for diversity

ONTARIO EDITION | SATURDAY, JULY 25, 2009 | TORONTO, HIGH 24 LOW 17

# THE GLOBE AND MAIL

CANADA'S NATIONAL NEWSPAPER

## VIA strike strands travellers across country

### Thousands of staff walk off job at peak of tourist season

**THE RECOVERY GAP**

**EMPLOYED: MICHELLE RAMONICA**  
Age 55, Orangeville, Ont.  
She's Successfully re-entered the labour force since the recession started, launching her own consulting company.  
Life's ambition: To advise companies on how to be 'customer and client-centric'

**UNDEREMPLOYED: BHAGWAN LOBANA**  
Age 50, Toronto  
Says: An experienced chemist, he was laid off in the fall. After much job searching, he has found temp work operating a forklift. Life's ambition: Since he cannot continue his work, he says: 'my dream is pending'

**TRUCK DRIVER AND JENNIFER YANG**  
Jennifer Yang is a truck driver who has been laid off since the recession started. She is looking for a new job in the trucking industry.

**MIKE VALPY**  
Mike Valpy is a former professional athlete who has been laid off since the recession started. He is looking for a new job in the sports industry.

**BOBBIE TOLSON**  
Bobbiie Tolson is a former professional athlete who has been laid off since the recession started. She is looking for a new job in the sports industry.

# Immigrant journeys

**THE SUN**

**Working in Canada from China**  
A young woman from China has found a job in Canada. She is working in a retail store and is happy to be in Canada.

**Life's ambition**  
A young woman from China has found a job in Canada. She is working in a retail store and is happy to be in Canada.

**Working in Canada from China**  
A young woman from China has found a job in Canada. She is working in a retail store and is happy to be in Canada.

**Life's ambition**  
A young woman from China has found a job in Canada. She is working in a retail store and is happy to be in Canada.

# Telling the Story

Storytelling is a powerful tool in challenging and shifting mindsets. TRIEC focuses on articulating the business case for hiring skilled immigrants and celebrating those corporate champions who do – not because they feel obligated, but because they recognize that it is smart business.

With our partners, we highlight the link between diversity, innovation and success. In the past five years there has been a significant shift amongst many Toronto employers looking to be positioned as an employer of choice for top immigrant talent.

With \$130 million revenue last year and 27 per cent of Canadian market share, the **impact of immigrant talent** on Samtack's success is clear.

*"I'm proud to say that over 90 per cent of employees at Samtack, including management, are immigrants. With such a diverse staff, our company maintains high market share with smaller, local and diverse retailers; responds quickly to changing needs of mass merchant customers, and can negotiate with overseas suppliers."*

**Roysong Ng, President, Samtack**  
Samtack is a co-winner of RBC's Immigrant Advantage Award, one of TRIEC's 2009 IS Awards



- 3,000** HR professionals reached through industry events
- 150%** more visitors came to TRIEC, The Mentoring Partnership and hireimmigrants.ca websites after first public awareness campaign that included TV, print and billboard advertising
- 100** requests received to show TRIEC tv ads from campaigns for educational purposes
- 100** media stories written on TRIEC's IS Awards, with coverage on the rise each year
- 11** public exhibits of 20 Journeys, TRIEC's travelling photo exhibit display telling immigrant stories
- 4** *New Workers, New Skills* special sections in *Toronto Star* read by close to 4,000,000 readers

TRIEC's Immigrant Success Awards, Canada's Top 100 Best Employers for New Canadians and Best Diversity Employers, to name but a few, are all relatively recent recognition programs through which employers seek to gain a competitive advantage over their peers.

The media is taking note of the shift in employer priorities. Stories about tapping the skilled immigrant talent pool have moved beyond the human interest pages and onto the business pages with more in-depth and positive coverage.



This year marked a **turning point** in our drive to work directly with the human resources industry.

## New Ideas, New Solutions

Imagining new ideas to connect immigrants to the labour market is a start, but bringing those ideas to life can be challenging and takes time. TRIEC has learned that finding the right partners to execute an idea is the key to success. Here we highlight evolving solutions that will create systemic change.

### Resources for the HR community

This year marked a turning point in our drive to work directly with the human resources industry. Building on successful partnerships with local chapters, TRIEC is working with the Human Resources Professionals Association (HRPA) to embed our How-To HR workshop curriculum and cross-cultural skills into professional development streams.

*“Partnering with TRIEC means that our association is able to provide our members with cross-cultural training and in-depth knowledge of the skilled immigrant talent pool through tools like “Finding Talent”, so they can develop strategies to harness this talent. These are assets that will help HR professionals stay ahead of the curve, as they recruit and engage diversifying teams.”*

Bill Greenhalgh, CEO, Human Resources Professionals Association (HRPA)



### Coordinated recruitment strategy for employers

Together with the eight local non-profit employment service providers of CASIP, TRIEC has formed a recruitment network that gives employers access to a wider skilled immigrant talent pool, while maintaining one point of contact. This unprecedented coordination and collaboration is of value to employers, but also provides immigrants with access to more job opportunities.

### Customized supports for I.T. employers in York Region

Building on our existing tools and resources, we are piloting sector- and location-specific solutions. Working with York Region employers and service providers, TRIEC has created complimentary, customized recruitment, hiring, integration and retention supports for local employers. The program aims to create a system that connects local employers with I.T. talent.



By adapting the most successful TRIEC practices, we were able to **hit the ground running.**

- 500** leaders have attended 3 ALLIES national conferences
- 10** immigrant employment councils established and active across Canada
- 6** mentoring programs started in Edmonton, Calgary, Kitchener-Waterloo, London, Toronto and Halifax
- 5** national employer partnerships established

## Ideas That Have Caught On

As the Toronto Region attracts more immigrants than any city region in Canada, it's natural that many immigrant integration ideas are tried and tested here first. We know that employers want support when it comes to recruiting and retaining skilled immigrants. We also know that connecting a skilled immigrant to a professional network through a mentor is a powerful, yet simple, bridge to employment.

That premise is at the core of The Mentoring Partnership, one of TRIEC's success stories.

ALLIES, a partner program funded by Maytree and the J.W. McConnell Family Foundation, is now working to bring mentoring across Canada. The idea of mentoring has caught on in: Edmonton, Calgary, Kitchener-Waterloo, London, Toronto and Halifax. But it doesn't stop there: mentoring now thrives in Auckland, New Zealand, hosted by Opportunities for Migrant Employment in Greater Auckland (OMEGA).

*"By adapting the most successful TRIEC practices, we were able to hit the ground running. Following the TRIEC model was invaluable in the amount of time and resources we saved. I would say that we were easily able to fast track our program by six months or even a year."*

Justin Treagus, Programme Director, Opportunities for Migrant Employment in Greater Auckland (OMEGA)



As well, local success has drawn attention from across the world and TRIEC has played host to delegations from: The Netherlands, Norway, Singapore, Sweden, New Zealand, as well as the Organisation for Economic Co-operation and Development (OECD).

And when they couldn't come to us, we went to them. TRIEC has been invited to speak on immigrant integration to audiences in: Belgium, Denmark, Spain, Switzerland and the United States.

In Canada, there are now ten immigrant employment councils across the country. Councils are active in: Vancouver, Edmonton, Calgary, Kitchener-Waterloo, London, Niagara, Toronto, Ottawa, Montreal and Halifax.



The Mentoring Partnership reached its **5,000<sup>th</sup> match of skilled immigrants** to Canadian professional mentors.

## 2009 Milestones

- TRIEC thanked Manulife's Dominic D'Alessandro, former President and CEO, and Diane Bean, Vice-President, Corporate Affairs and Human Resources, for establishing and leading the Council for six years.
- TRIEC welcomed new Co-Chairs: RBC's Gordon M. Nixon, President and CEO, and Zabeen Hirji, Chief Human Resources Officer.
- TRIEC recognized with the Canadian Centre for Diversity's Legacy Award for The Mentoring Partnership and with The Government of Ontario's Newcomer Champion Award.
- The Mentoring Partnership reached its 5,000<sup>th</sup> match of skilled immigrants to Canadian professional mentors.



- The Mentoring Partnership welcomed its first hospital as a corporate partner.
- TRIEC's latest cultural competence video, *Finding Talent*, launched to rave reviews at HRPAs annual conference attended by 2,000 HR professionals.
- TRIEC hosted 60 stakeholders in the biotech, healthcare and engineering sectors to explore sector-specific solutions to immigrant employment.
- TRIEC identified over 70 professional immigrant networks in the GTA. Twenty networks attended a learning exchange and decided to form a "Network of Networks".



More can be done to support access to opportunities and **workplace integration**

## What Still Needs To Be Done

While immigrants' employment prospects have improved, there is still much to be done.

We know that while skilled immigrants have benefited from mentoring and internships, more can be done to support access to opportunities and workplace integration. Working with professional immigrant networks in the Toronto Region presents unique opportunities for both immigrants and employers. We hope to build new connections, develop new leaders and create a stronger voice for immigrant professionals.

And there is always more work to do with employers. They tell us that they want support through more coordinated information on and access to the growing number of programs, organizations and resources that can connect them to skilled immigrants. Increasingly, employers are also asking for integration supports.

Building on our understanding of business needs, we will continue to focus on the small and medium-sized employers to better customize solutions to meet their needs.

And to support all of these efforts, raising public and employer awareness remains a priority. We will continue to highlight employers with leading and innovative practices, and successful strategies for including skilled immigrants as a business solution.

Building on the successes highlighted in this report, TRIEC will continue to look for new partners and solidify existing relationships to create and champion solutions to immigrant employment.

# Leadership and Volunteers

## TRIEC Board of Directors

**Ratna Omidvar**, President, Maytree, and Chair, TRIEC Board of Directors  
**Naomi Alboim**, Fellow and Adjunct Professor, School of Policy Studies, Queen's University  
**Monique Bateman**, Senior Vice President, Human Resources, TD Canada Trust, TD Bank Financial Group  
**Mario Calla**, Executive Director, COSTI Immigrant Services  
**Zabeen Hirji**, Chief Human Resources Officer, RBC  
**Diane Jeffreys**, Managing Partner, GTA Advisory Services, KPMG  
**Kamran Niazi**, Senior Manager, Human Capital Consulting, Deloitte  
**Yezdi Pavri**, Managing Partner, Toronto, Deloitte  
**Alan Rego**, Manager, Consumer Relations - North America, Procter & Gamble Canada Inc.  
**Jennifer Rowe**, Vice President, Corporate Marketing & Communications  
MFC Global Investment Management, Manulife Financial  
**Sanish Samuel**, Director of Finance and Administration, York University Foundation  
**Philip Schalm**, Program Director, Gateway for International Professionals,  
The G. Raymond Chang School of Continuing Education, Ryerson University  
**John Tory**, Chair, Toronto City Summit Alliance (TCSA), Corporate Director and Broadcaster,  
Newstalk 1010  
**Shelley White**, CEO, United Way of Peel Region  
**Daniele Zanotti**, CEO, United Way of York Region

## TRIEC Council Members (at time of printing)

\* denotes member of TRIEC Board of Directors

## Chair and Co-Chair

**Gordon M. Nixon**, President and CEO, RBC  
**Zabeen Hirji**, Chief Human Resources Officer, RBC

## Organizational Members

ACCES Employment Services - Allison Pond, Executive Director  
American Express Canada - Karen Rubin, Vice President, Senior Counsel and Corporate Secretary, General Counsel's Office  
Avana Capital Corporation and Maytree - Alan Broadbent, Chairman and CEO, Avana Capital Corporation, and Chairman, Maytree  
BMO Financial Group - Michael Menezes, Vice President and Chief Financial Officer, Corporate Areas & Technology and Operations

Brampton Board of Trade - Gary Collins, CEO  
Capgemini - Jane Diercks, Vice President, Americas Outsourcing  
Career Edge Organization - Anne Lamont, President and CEO  
Centennial College - Ann Buller, President and CEO  
CERIS - The Ontario Metropolis Centre - Dr. Tony Fang, Economic and Labour Market Integration Domain Leader, CERIS  
Certified General Accountants of Ontario - Bruce Richards, Vice President, Business Development  
CGI - Young Park, Sector Vice President, Consulting Services  
Chinese Professionals Association of Canada - Dr. Longhuan Kim, President  
CIBC - Sharon Wingfelder, Vice President, Human Resources, Diversity & Resourcing  
City of Brampton - Mayor Susan Fennell  
City of Mississauga - Sharon Willock, Director, Human Resources  
College of Nurses of Ontario - Anne Coghlan, Executive Director  
Community MicroSkills Development Centre - Kay Blair, Executive Director  
Compugen - Gerry Skipwith, Vice President, Services  
COSTI Immigrant Services - Mario Calla, Executive Director\*  
Deloitte - Yezdi Pavri, Managing Partner, Toronto\*  
Dixie Bloor Neighbourhood Centre - Lynn Petrushchak, Executive Director  
Ernst & Young - Eric Xiao, Partner, Transaction Advisory Services  
Fraser Milner Casgrain LLP - Chris Pinnington, CEO  
George Brown College - Anne Sado, President  
Human Resources Professionals Association - Claude Balthazard, Director, HR Excellence and Acting Registrar  
Humber College Institute of Technology & Advanced Learning - John Davies, President  
JobStart - Heather Sant, Executive Director  
JVS Toronto - Karen Goldenberg, President and CEO  
KPMG - Diane Jeffreys, Managing Partner, GTA Advisory Services\*  
LEA International Ltd. - John Farrow, President  
Manulife Financial - Jennifer Rowe, Vice President, Corporate Marketing & Communications  
MFC Global Investment Management, Manulife Financial \*  
Maytree - Ratna Omidvar, President, and Chair, TRIEC Board of Directors\*  
Microsoft Canada - Carolyn Buccongello, Vice President, Human Resources  
Mississauga Board of Trade - Sheldon Leiba, President and CEO  
Mount Sinai Hospital - Debbie Fischer, Senior Vice President, Organizational Development & Strategic Projects

## Leadership and Volunteers (continued...)

Nytric Limited - Anthony Gussin, Director, Business Development  
Ontario Council of Agencies Serving Immigrants - Debbie Douglas, Executive Director  
Ontario Society of Professional Engineers - Edwina McGroddy, Executive Director, OSPE Centre of Engineering Excellence  
Peel Newcomer Strategy Group - TBD  
Pitney Bowes Canada - Guilherme Dias, Director, Strategic Talent Management  
Professional Engineers Ontario - Kim Allen, Registrar and CEO  
RBC - Zabeen Hirji, Chief Human Resources Officer\*  
Ryerson University - Dr. Wendy Cukier, Associate Dean, Academic, Ted Rogers School of Management  
Scotiabank - Deanna Matzanke, Director, Global Employment Strategies  
Seneca College of Applied Arts and Technology - David Agnew, President  
Sheridan Institute of Technology & Advanced Learning - Dr. Jeff Zabudsky, President and CEO  
Skills for Change - Jane Cullingworth, Executive Director  
State Farm Insurance - Barbara Bellissimo, Senior Vice President, Canada  
St. Michael's Hospital - Sylvia Halliday, Vice President, Human Resources  
Steam Whistle Brewing - Lorna Willner, Human Resources  
TD Bank Financial Group - Monique Bateman, Senior Vice President, Human Resources, TD Canada Trust\*  
Toronto and York Region Labour Council - John Cartwright, President  
Toronto Board of Trade - Carol Wilding, President and CEO  
Toronto City Summit Alliance - Julia Deans, CEO  
Toronto Community Foundation - Rahul Bhardwaj, President and CEO  
Town of Markham - Mayor Frank Scarpitti  
Tyco Electronics Canada - Anaheet Sethna, Human Resources Manager  
United Way of Greater Toronto - Gillian Mason, Senior Vice President, Strategic Initiatives and Community Partnerships  
United Way of Peel Region - Shelley White, CEO\*  
United Way of York Region - Daniele Zanotti, CEO\*  
University of Toronto - Angela Hildyard, Vice President, Human Resources & Equity  
World Education Services - Timothy Owen, Director  
Xerox Canada - Dr. Hadi Mahabadi, Vice President and Director,  
Xerox Research Centre of Canada  
York University - Rhonda Lenton, Associate Vice President Academic & Vice Provost

## Individual Members

**Naomi Alboim**, Fellow and Adjunct Professor, School of Policy Studies, Queen's University\*  
**Jennifer Lynn**, President, LCI Associates Inc.  
**Kamran Niazi**, Senior Manager, Human Capital Consulting, Deloitte\*  
**Alan Rego**, Manager, Consumer Relations - North America, Procter & Gamble Canada Inc.\*  
**Jeffrey Reitz**, R.F. Harney Professor of Ethnic, Immigration and Pluralism Studies and Professor of Sociology, University of Toronto  
**Sanish Samuel**, Director of Finance and Administration, York University Foundation\*  
**Philip Schalm**, Program Director, Gateway for International Professionals, The G. Raymond Chang School of Continuing Education, Ryerson University\*  
**John Tory**, Chair, Toronto City Summit Alliance (TCSA), Corporate Director and Broadcaster, Newstalk 1010

## Intergovernmental Relations Committee

Citizenship and Immigration Canada  
Human Resources and Skills Development Canada  
Industry Canada  
Service Canada  
Ontario Ministry of Citizenship and Immigration  
Ontario Ministry of Training, Colleges and Universities  
City of Toronto  
Region of Peel  
Regional Municipality of Durham  
Regional Municipality of York

## 2009 Donors, Partners and Sponsors

TRIEC would like to acknowledge and thank the following:  
Canadian HR Reporter  
CBC Toronto  
Fraser Milner Casgrain LLP  
Manulife Financial  
Mike Lipkin  
RBC  
Steam Whistle Brewing  
Toronto Star

# Financial Statements

## Balance Sheet

Unaudited  
Toronto Region Immigrant Employment Council

AS AT NOVEMBER 30	2009	2008
	\$	\$
<b>ASSETS</b>		
Cash	366,728	273,351
Term deposits	365,000	837,661
Interest receivable	2,336	12,025
GST and other receivables	14,564	23,947
Contributions receivable	140,639	-
<b>Total assets</b>	<b>889,267</b>	<b>1,146,984</b>
<b>LIABILITIES</b>		
Accounts payable	52,843	282,625
Due to The Maytree Foundation	156,145	85,264
Due to related party	9,980	5,230
Deferred contributions	620,801	749,631
<b>Total liabilities</b>	<b>839,769</b>	<b>1,122,750</b>
Surplus	49,498	24,234
<b>Total liabilities and surplus</b>	<b>889,267</b>	<b>1,146,984</b>

## Statement of Operating Activities

Unaudited  
Toronto Region Immigrant Employment Council

YEAR ENDING NOVEMBER 30	2009	2008
	\$	\$
<b>INCOME</b>		
Government of Canada	1,025,413	2,165,731
Government of Ontario	1,112,562	1,530,180
Corporate donations and sponsorships	222,224	214,500
The Maytree Foundation	102,512	86,277
Other donors, interest income and other income	67,706	157,888
<b>Total revenues</b>	<b>2,530,417</b>	<b>4,154,576</b>
<b>EXPENSES</b>		
<b>Staffing</b>		
Salaries & benefits	1,324,919	1,243,826
<b>Programs, Communications and Consulting</b>		
Public Awareness	-	1,738,056
The Mentoring Partnership	338,873	159,440
Employer Initiatives	337,257	404,389
Immigrant Success Awards	14,544	26,841
Communications and events	131,910	258,220
	822,584	2,586,946
<b>General and administrative</b>	315,561	273,585
<b>Capital expenditures</b>	42,089	25,985
<b>Total expenditures</b>	<b>2,505,153</b>	<b>4,130,342</b>
<b>Excess of income over expenditures for the year</b>	<b>25,264</b>	<b>24,234</b>

## TRIEC Staff (at time of printing)

Elizabeth Mclsaac, Executive Director

Joan Atlin, Director of Programs

Vimla Beg, Administrative Coordinator

Shalini Bhardwaj, Recruitment Network Manager

Melwyn D'Costa, Manager, Corporate Partnerships, The Mentoring Partnership

Claire DeVeale-Blane, Manager, Communications

Natalia Dobrynina, Communications Coordinator

Rodel Imbarlina-Ramos, Manager, Corporate & Stakeholder Relations, Peel and Halton

Tulan Ma, IT Systems Coordinator, The Mentoring Partnership

Akash Mahajan, Manager, Corporate & Stakeholder Relations, York

Lillian Manea, Manager, Operations (on leave)

Stella Mejia, Training and Quality Assurance Specialist, The Mentoring Partnership

Emily Mills, Media Relations and Communications Specialist

Diana Robertson, Manager, BUILD I.T.

Meena Sankaran, Program Support Coordinator, The Mentoring Partnership

Racquel Sevilla, Manager, Corporate & Stakeholder Relations, Toronto

Navpreet Singh, Manager, Training and Workshop Development, Employer Initiatives

Kuziva Ziramba, Program Coordinator, Employer Initiatives

## TRIEC Programs



Paid for by:



Design: Baker Vandertuin Inc.

Principal Photography: MANSA Photography

Portrait of Monica Zuluaga: Asad Rahman

Other photography: Stock



**TRIEC**

Toronto Region Immigrant  
Employment Council

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