



Annual Report

2023-2024



FORWARD:

16 Years of Impact



As we continue to move forward, fighting injustices in healthcare, TAIBU Community Health Centre is proud to mark a milestone of unwavering commitment, transforming lives through health, wellness, and community empowerment.

Through intersectional, equity driven, and culturally affirming practices, we will enhance Black health outcomes and promote holistic wellness, health education, and prevention for all.

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Joint Message from the President of the Board & CEO

TAIBU continues to move forward, guided by its 2022-2027 strategic plan and priorities. We remain focused on our leadership in the community health and social services sector by providing culturally affirming care to the community.

Aligned with our three strategic priorities, TAIBU has made great progress on:

Expanding and deepening our reach with our programs and services. In 2023-24, the Toronto Community Crisis Service was expanded to cover 41, 42, and 43 divisions, now serving all of Scarborough. Additionally, we have expanded our legendary Black Health Challenge program to two new locations—one in Durham and another in Scarborough. Our LEARN Academic Mentorship program has also expanded into the Durham Region.

Through funding from the Ontario government, we are developing an Afrocentric Interprofessional Care Team in partnership with Black Creek and Rexdale CHCs. It will be implemented across the Greater Toronto Area, covering Etobicoke, Toronto North West, and Scarborough.

We continue to play a significant role in influencing the Health and Social Services eco-system locally, provincially, nationally, and internationally.

TAIBU's model of Black Health & Wellbeing is continuously evolving as a tool that guides the design, planning, implementation and evaluation of primary healthcare, prevention and community-driven programs that serve Black, Francophone and racialized populations.

Public Health Ontario has integrated TAIBU's model of Black Health & Wellbeing within its health promotion training module.

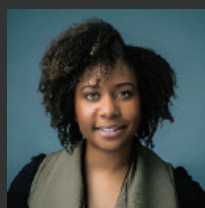
We continue to work with various institutions and organizations to facilitate important conversations about the impact of anti-Black racism on the lives, health and wellbeing of Black employees through our acclaimed documentary, 'Working While Black©, The Phenomenon of Walking Through the Door'.

We have been able to screen the documentary to over 500 employees – spanning 25 organizations.

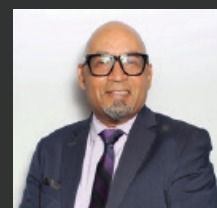
In 2023-24, we also undertook an organizational review to lay the foundation for a stronger, more resilient and adaptive TAIBU positioned to intensify its impact on the health and wellbeing of Black, Francophone and racialized communities in the Greater Toronto Area and beyond. Preparation is underway to use the recommendations from the report to enable the necessary and possible changes to TAIBU that will keep us strong as we grow.

The Board, staff, clients, and stakeholders are committed to building a TAIBU that is ready for the future.

The future is a Stronger, Bolder, and Innovative TAIBU serving the community with Quality, Excellence and Values that uphold African-centered principles of building a community together!



Michelle Tremblay,
President



Liben Gebremikael
Chief Executive Officer

Strengthening Governance:

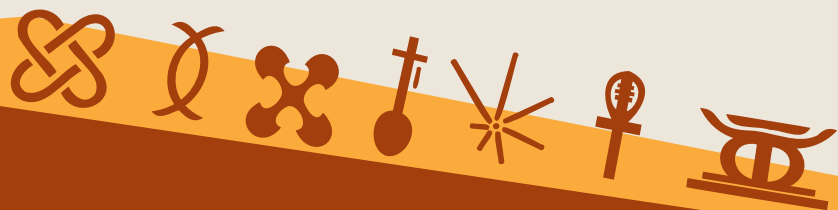
A Year of Compliance and Afrocentric Leadership

The enthusiastic and committed board of directors had a busy year. They continued to establish good governance systems and practices.

This year's plan included the review of TAIBU's bylaws to bring it into compliance with the new Ontario Not-for-profit Corporations Act.

The board also established an Afrocentric process of grounding its meetings within the **7 Kwanzaa principles** by reflecting on one of the principles and aligning the agenda to the principle being reflected.

The board led the strong and successful preparation of **TAIBU's accreditation** by the Canadian Centre for Accreditation. The board also conducted a bi-annual self-evaluation.





The Board has an appropriate and effective mix of characteristics, experiences, and traits that apply to various issues that come before the Board.

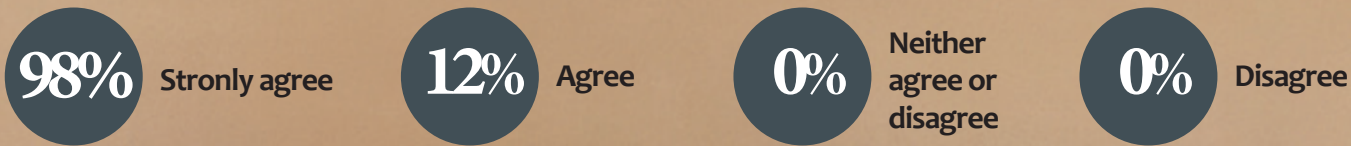


Photo Caption:
TAIBU Board of Directors 2023-2024

Fast Forward from 2005

In November 2005, Hon. George Smitherman, the Minister of Health at the time, announced the establishment of TAIBU Community Health Centre at the Malvern Mall.

On March 16th, 2024, almost two decades later, we had the privilege of hosting **Hon. Smitherman** at TAIBU to share with him our advancements in improving the health and well-being of the communities we serve. He was accompanied by **Hon. Mary Anne Chambers**, the Minister of Children and Youth Services at the time of TAIBU's inception, and **Hon. Gary Anandasangaree**, MP for Scarborough Rouge Park.



Photo Caption:
**Liben welcomed Hon. Smitherman, joined by
Hon. Mary-Anne Chambers and Hon. Gary Anandasangaree**

Who We Served



In total, over **3,789 unique clients** have been served by both Clinical and Community Staff



58,854 Headcounts who attended 100 Unique Programs 1,275 Sessions



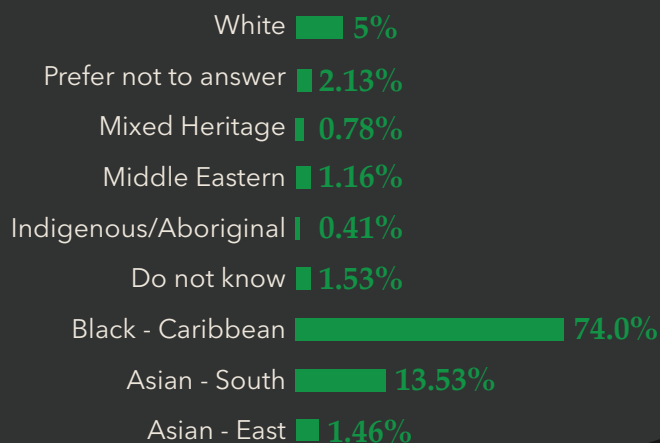
For every 1 service: there were **2.84** issues addressed



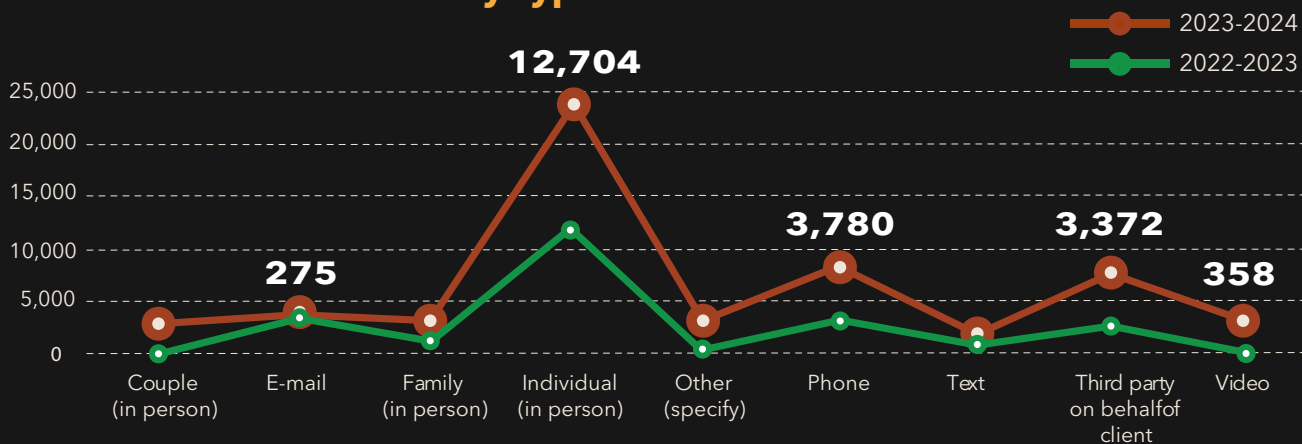
82 providers who documented individual services. An **28.13%** increase from 2022-23



20,819 Individual Services (encounters). An **13.21%** increase from 2022-23



of Individual Encounters by Type:



Update:

High Priority Communities Strategy 2023-2024

This year, we received another round of funding for the High Priority Communities Strategy, targeted funding to help increase outreach, education, access to preventive screening for chronic disease and wraparound support for communities highly impacted by the COVID-19 pandemic.

With the support of a team of Community Health Ambassadors, our primary care team and community partners, we delivered over **70** engagement activities.

Locations included community events at local Toronto Community Housing complexes, a local transitional housing shelter, schools, community spaces, beauty supply stores, barbershops, faith-based organizations and, of course, on-site at our familiar and trusted TAIBU centre.

We engaged **2400 clients** in conversations on cervical, colorectal, prostate and breast cancer screening. We conducted chronic disease education and screening on a one-to-one basis and in a group format.



Cancer Screening Clinics at TAIBU

22 cancer screening clinics were held at TAIBU, offering cervical exams, breast and colorectal education and requisitions for those eligible for screening and those curious about screening.



Virtual Cancer Education Sessions

4 virtual education sessions on colorectal, cervical, and breast cancers.



Community-Specific Health Initiatives

2 x tailored education and screening events tailored to the Ethiopian and Somali communities, delivered in partnership with Ethio-Can Bridge the Gap and Positive Change TO



Health Fairs Across the GTA

8 in-person health fairs across the GTA with attendees ranging from 50 to 200 participants featuring a variety of educational workshops on cancer, chronic disease and mental health. Educational workshops featured in-kind contributions from our partners, including people with lived experiences, doctors, specialists, medical residents, nurses, dietitians, mental health workers and other allied health professionals.

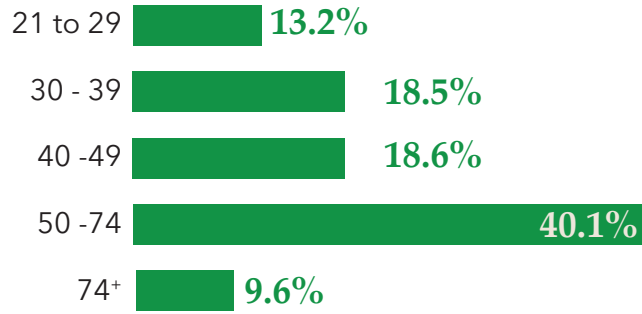


Prostate Cancer Awareness and Screening

Prostate cancer screening was offered via PSA testing, with three specific events targeted to men and prostate cancer awareness across the city. Our valuable partnership with the Walnut Foundation, University Health Network and other community partners made these events possible.

Demographics of Clients Engaged

167 Respondents completed pre-registration information



Promoting Health Awareness:

Cancer Screening Through Collaborative Efforts

We know it takes dedicated partnerships to achieve large-scale results. TAIBU has consistently demonstrated examples of how well we are positioned for community engagement and ensuring vulnerable and underserved groups access the best care over the years.

This past year, we co-hosted cancer screening events with Scarborough Health Network, Women's College Hospital, University Health Network, Lakeridge Health Network and special interest health groups like the Walnut Foundation and Olive Branch of Hope.

These efforts allowed us to expand our ability to build relationships and engage and create access for members of the Black communities across the GTA.



A Black Focused Social Prescribing:

TAIBU Café

Social Prescribing is a term used to describe the process of connecting individuals and families with programs and services that can help address social isolation, poor mental health and barriers to accessing care.

The launch of the TAIBU Café has been a significant addition to our TAIBU programming. TAIBU Café was created from the Black Focused Social Prescribing project after Navigator Hathor-Ra Phoenix Adwoa (formerly Sabrina Morrison) noticed a recurring theme from the clients she saw for social prescribing. Social isolation increased since the pandemic and is high amongst the senior population. The Social Prescribing Project helps connect clients and identify gaps that will fill any missing service.

The closure of a local coffee shop within the Malvern Town Centre left a void for the seniors who often frequented the coffee shop after group exercises or mall walking club. Hathor-Ra pitched the idea for a drop-in café to help fill the void.

Since the launch of the café, there has been a steady increase in attendance, an increase in sponsorships, the introduction of a periodic learning component and the implementation of a peer-led and volunteer model to operate the café.

This project, within the space of a year, has evolved to a mostly peer-led model and continues to receive positive feedback in meeting the need for social activity, learning, and addressing food insecurity. These signs indicate longevity for the café.



The café runs every Thursday from 10:00 to 12:00 pm.

Black Focused Social Prescribing (BFSP) Report

(January to December 2023)



In total, **64 BFSP clients** had sociodemographic data collected and documented in the EMR.



The majority of these clients were female, 50-69 years old, identified as Black Caribbean, and had a secondary/post secondary or college level education.



The most common households for BFSP clients included:

- Couples with children
- Single parent
- Sole member of household



48% BFSP clients reported an annual household income of \$34,999 or less
28% BFSP clients reported annual household incomes of \$19,999 or less.

Top Issues Addressed by BFSP Referrals:



Une année de soutien:

Engagement Francophone

Le CSC TAIBU a fourni un soutien inestimable aux jeunes, aux familles et aux aînés à travers une diversité de programmes et de projets minutieusement adaptés à leurs besoins spécifiques. En offrant une gamme complète de services personnalisés, le centre a su répondre avec efficacité aux défis auxquels la communauté noire francophone est confrontée. Le soutien financier figure parmi les programmes phares du centre.

Les jeunes ont pu bénéficier de programmes éducatifs et de soutien psychologique, les aidant à faire face à l'isolement, à la délinquance, au décrochage scolaire, ainsi qu'à se rapprocher de leurs parents et à comprendre les dangers liés à la consommation de substances illicites.

Les familles ont reçu des ressources essentielles, notamment des aides financières destinées à

alléger les difficultés économiques, telles que la perte d'emploi et la réduction des revenus. Le CSC TAIBU a distribué des chèques, des bons alimentaires, et a prodigué des conseils en gestion budgétaire pour atténuer les charges financières pesant sur les ménages.

Quant aux aînés, souvent les plus vulnérables et les plus délaissés, ils ont également trouvé réconfort et soutien à travers des initiatives visant à réduire l'isolement et à promouvoir la santé mentale et physique, tout en bénéficiant d'une aide financière pour couvrir leurs besoins essentiels.

Le dévouement du CSC TAIBU a ainsi permis de créer un véritable filet de sécurité financière pour les communautés les plus vulnérables, renforçant leur résilience face à une période sans précédent.

Tableau synoptique des activités

Activités	Statut	Inscrit	Participant	Nombre	Lieu
Distribution des fournitures	présentiel	353	419	1	PPL
Tournois de Basket-Ball	présentiel	146	153	12	TAIBU
Panier de fin d'année	présentiel	480	512	1	TAIBU
Maladies chroniques	présentiel	478	559	12	PPL/ TAIBU
Programme de sensibilisation - Drepanocytose	présentiel	29	24	2	PPL
Activités Physiques des Hommes	présentiel	78	62	12	PPL
Celebration de la semaine de la santé mentale des Noirs	présentiel	129	207	1	PPL
Iftar Communautaire	présentiel	458	692	1	PPL
Soutien financier	présentiel	N/A	89	N/A	TAIBU
Projet Pilote de Bien-etre	présentiel	374	431	10	PPL/ TAIBU
Service d'établissement	présentiel	57	79	N/A	TAIBU

Distribution de Fournitures Scolaires

Cette rubrique a consisté à la distribution de :

◆ **Fournitures Scolaires :**
Chaque famille a reçu un ensemble complet de fournitures scolaires adaptées à l'âge et aux besoins de chaque enfant.

◆ **Cartes Cadeaux :**
Des cartes cadeaux sont offertes pour aider à couvrir les coûts supplémentaires liés à la préparation de la rentrée scolaire.

◆ **Activités Intergénérationnelles :**
Des activités sont organisées pour renforcer les liens entre les jeunes, les adultes et les aînés, favorisant ainsi un esprit de communauté et de soutien mutuel.

Panier de fin d'année

Cette célébration a pour but de marquer les fêtes de fin d'année en réunissant la communauté dans un esprit de convivialité et de partage. L'événement visait à apporter joie et soutien aux jeunes, aux familles et aux aînés de la communauté à travers la distribution de paniers cadeaux spécialement préparés pour l'occasion. L'organisation de cette célébration a mobilisé de nombreux bénévoles et partenaires locaux, permettant ainsi de rassembler plus de 512 familles, jeunes et aînés au centre.

Chaque panier cadeau contenait des produits de première nécessité, des jouets pour les enfants et des cartes cadeaux afin de répondre aux besoins variés de chaque membre de la communauté et de rendre cette période festive mémorable pour tous. Les jeunes ont particulièrement apprécié les ateliers créatifs et les activités ludiques organisés durant la journée, offrant un espace de détente, de peinture et de créativité.

Les familles ont pu partager des moments précieux autour de jeux collectifs et de repas festifs, renforçant ainsi les liens communautaires. Quant aux aînés, ils ont bénéficié d'attentions particulières, avec des paniers contenant des produits adaptés à leurs besoins, et ont pu échanger avec les autres participants dans une ambiance chaleureuse et bienveillante.

L'événement a également permis de renforcer le sentiment d'appartenance à la communauté, en offrant une opportunité de rencontre et de partage entre les différentes générations. Les retours des participants ont été très positifs, soulignant l'importance de telles initiatives pour le bien-être et la cohésion sociale.

Maladies chroniques

C'est un programme consistant à prévenir les maladies chroniques comme le diabète, l'hypertension, les maladies cardiovasculaires et le cancer, et d'organiser des ateliers de sensibilisation couplés au dépistage volontaire.

En effet, ce dépistage précoce a offert une opportunité de gestion proactive de la santé, permettant aux à nos clients de prendre des mesures préventives et de suivre des traitements appropriés avant que les conditions ne deviennent plus graves. Cette approche proactive était essentielle pour améliorer la qualité de vie et réduire les complications associées aux maladies chroniques.

Le Centre de santé communautaire TAIBU a joué un rôle vital en sensibilisant et encourageant la communauté à participer régulièrement aux séances de dépistage. C'est ainsi que TAIBU a réalisé un documentaire de sensibilisation sur les maladie chroniques et le bien-être.

Programme de sensibilisation – Drépanocytose

Objectif du Programme :

Le programme de sensibilisation a pour objectif principal de sensibiliser la communauté sur cette maladie chronique héréditaire, souvent méconnue du grand public et qui fait payer un lourd tribut.

Actions Menées :

1. Campagnes de Sensibilisation :

- Éducation Communautaire: Organisation des ateliers et conférences dans les écoles, les centres communautaires et les églises pour informer la communauté sur la drépanocytose, ses symptômes, ses complications.
- Matériel Éducatif: Distribution de brochures, affiches et vidéos éducatives dans les lieux publics pour large diffusion.

2. Soutien aux Patients :

- Soutien Psychosocial: Mise en place de groupes de soutien pour les patients et leurs familles afin de les aider à faire face aux défis émotionnels et psychologiques liés à la maladie.

Résultats Obtenus :

- Augmentation de la Connaissance de la Drépanocytose: Grâce aux campagnes de sensibilisation, un plus grand nombre de personnes sont désormais informées sur la drépanocytose, ce qui contribue à une meilleure compréhension et à une réduction de la stigmatisation associée à cette maladie.
- Amélioration de la Qualité de Vie des Patients: L'actions de soutien psychosocial a significativement amélioré la gestion de la maladie chez les patients, réduisant ainsi les complications et les hospitalisations.

Activités Physiques des Hommes

Objectif du Programme :

Dans le cadre de sa vision pour maintenir une communauté saine, TAIBU a organisé une série d'activités physiques destinée aux hommes sur une durée de 12 semaines. L'objectif principal de ce programme est d'améliorer la santé physique des membres de la communauté masculine en les encourageant à adopter un mode de vie actif.

Actions Menées :

1. Organisation d'activités sportives :

- Activités de Fitness: Introduction de séances de fitness telles que le jogging, les exercices de musculation et les cours de yoga pour diversifier les activités et attirer un public plus large.

2. Ateliers et Séminaires :

- Éducation sur la Santé: Organisation d'ateliers éducatifs sur les bienfaits de l'activité physique régulière et ses impacts positifs sur la santé mentale et physique.
- Nutrition et Bien-être: Séminaires sur l'importance d'une alimentation équilibrée et d'un mode de vie sain, combinant exercice physique et nutrition adéquate.

3. Suivi et Évaluation :

- Évaluations de Santé: Réalisation d'évaluations de la condition physique des participants avant et après la série d'activité pour mesurer les progrès et identifier les besoins spécifiques.
- Encouragement Continu: Mise en place d'un suivi régulier pour encourager les participants à maintenir leurs habitudes d'exercice après le tournoi, incluant des conseils personnalisés et des ressources supplémentaires

Engagement des jeunes Tournoi de Basket-ball

Le CSC TAIBU a réussi à engager les jeunes dans plusieurs activités sportives, en mettant un accent particulier sur le basket-ball, afin de les aider à surmonter les impacts disproportionnés de la discrimination.

En offrant des événements et des programmes dynamiques, le centre a su créer un espace de camaraderie et de développement personnel à travers le sport et les ateliers de développement.

Résultats Obtenus :

- Participation Élevée: Les activités ont attiré un grand nombre de participants, démontrant un intérêt marqué pour l'activité physique au sein de la communauté masculine.
- Amélioration de la Condition Physique: Les participants ont montré une amélioration notable de leur condition physique, incluant une augmentation de l'endurance, de la force musculaire et de la flexibilité.
- Renforcement des Liens Communautaires: Les activités sportives ont renforcé les liens entre les membres de la communauté, favorisant un sentiment de cohésion et de solidarité.

Iftar Communautaire

Dans le cadre de nos efforts continus pour renforcer les liens au sein de la communauté, nous avons eu l'honneur d'organiser un Iftar communautaire, un événement qui a su réunir des membres de diverses origines autour de valeurs partagées de solidarité et de respect.

Cette célébration du mois sacré du Ramadan a permis de rassembler plus de **692 participants**, créant un espace de convivialité et de partage spirituel.

Résultats Obtenus :

- L'Iftar communautaire a été un véritable succès, grâce à l'engagement et à la participation active de tous les membres.
- Cet événement a non seulement permis de célébrer le Ramadan dans un esprit de communauté et de respect, mais a également renforcé les liens entre les participants, créant des souvenirs durables et des relations renforcées.

Célébration de la Semaine de la Santé Mentale (SSM)

La Semaine de la Santé Mentale des Noirs, organisée par TAIBU, a été un événement marquant cette année, réunissant plus de 207 membres de la communauté noire.

Cet événement, destiné à sensibiliser et à promouvoir le bien-être mental au sein de la communauté, a su allier convivialité et professionnalisme, offrant une plateforme de discussion et d'apprentissage enrichissante pour tous les participants.

Résultats Obtenus :

- Le succès de la Semaine de la Santé Mentale des Noirs reflète l'engagement de TAIBU à promouvoir le bien-être mental et à soutenir la communauté noire en Ontario.
- Les retours positifs des participants témoignent de l'impact significatif de cet événement et soulignent l'importance de telles initiatives pour le renforcement de la cohésion communautaire et la promotion de la santé mentale.





Soutien financier

Le CSC TAIBU a apporté un soutien précieux aux jeunes, aux familles et aux aînés touchés de manière disproportionnée par les répercussions de la pandémie de COVID-19, en mettant un accent particulier sur l'aide financière.

En offrant une gamme complète de services adaptés aux besoins spécifiques de chaque groupe, le centre a su répondre aux défis uniques posés par la crise sanitaire.

Catégories	Type de soutien		
	Cartes Cadeux	Financier	Total
Jeunes	312	20	322
Familles	608	42	650
Aînés	167	14	181

Service d'établissement

Le Centre de santé communautaire (CSC) TAIBU s'est engagé fermement à offrir des services d'établissement de qualité à la communauté francophone minoritaire de Toronto. Ce service, entièrement bénévole, est disponible sur demande et vise à répondre aux besoins spécifiques des client(e)s cherchant à régulariser leur situation.

Notre service d'établissement est administré par un personnel hautement qualifié et expérimenté. Ces experts mettent à profit leurs compétences et leur dévouement pour offrir un soutien personnalisé et adapté à chaque client(e). Ce service est offert sans aucun financement.

Programme de Bien-être Familial

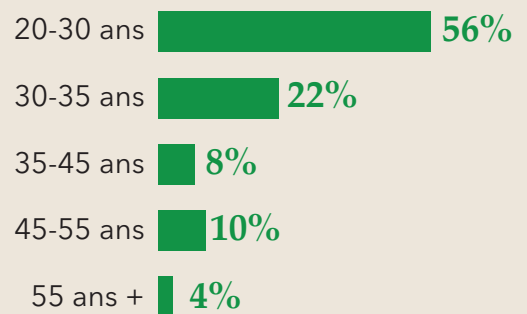
Le Programme de Bien-être Familial est un projet pilote innovant lancé par la ville de Toronto en partenariat avec le Centre de Santé Communautaire TAIBU. Ce programme ambitieux vise à fournir un soutien global et intégré aux familles nécessiteuses, abordant plusieurs aspects essentiels de la vie quotidienne pour favoriser leur bien-être et leur autonomisation.

Ce projet pilote offre une gamme diversifiée de services adaptés aux besoins spécifiques des familles en difficulté. Parmi les principaux services proposés figurent :

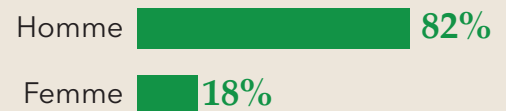
- **Aide au logement**
- **Aide à l'éducation et à la formation**
- **Soutien en santé mentale**
- **Navigation du système judiciaire**

Le Programme de Bien-être Familial se concentre spécifiquement sur les familles en situation de besoin, avec pour objectif principal de les aider à surmonter les obstacles et à améliorer leur qualité de vie. En offrant des services intégrés et centrés sur la famille, ce projet pilote aspire à créer un réseau de soutien solide et durable, permettant aux familles de prospérer et de s'épanouir au sein de leur communauté.

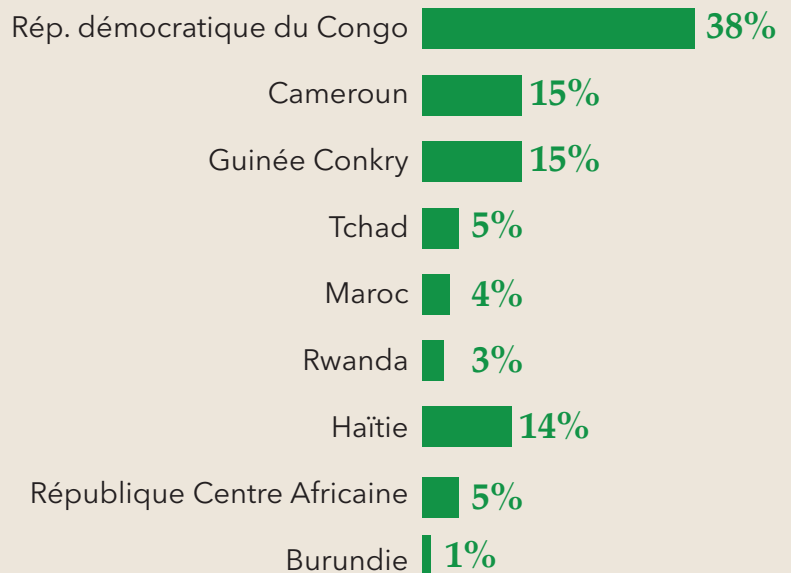
◇ Répartition par Tranche d'Âge



◇ Répartition par Genre



◇ Répartition par Pays d'Origine



Conclusion

Le Centre de Santé Communautaire (CSC) TAIBU a démontré, par ses initiatives et ses programmes, un engagement inébranlable envers le bien être de la communauté noire francophone de Toronto. Grâce à des interventions ciblées, adaptées culturellement et répondant aux besoins spécifiques des jeunes, des familles et des aînés, TAIBU a su établir un filet de sécurité essentiel en ces temps de crise.

Les programmes mis en place ont non seulement permis de répondre à des besoins immédiats, comme le soutien financier et la distribution de fournitures scolaires, mais ont aussi encouragé le développement personnel et la résilience communautaire. Que ce soit à travers des initiatives pour combattre l'isolement des aînés, des actions de sensibilisation aux maladies chroniques, ou encore des événements communautaires renforçant les liens sociaux, TAIBU a prouvé son rôle crucial en tant que pilier de la communauté. Il est également important de souligner que certains services, tels que le service d'établissement pour la communauté francophone minoritaire, sont offerts de manière totalement bénévole et sans aucun financement. Ces efforts illustrent le dévouement du CSC TAIBU à servir la communauté, même en l'absence de ressources financières dédiées, en s'appuyant sur le dévouement et l'expertise de son personnel.

En conclusion, le CSC TAIBU a su se positionner comme un acteur clé, non seulement en fournissant des services de première nécessité, mais aussi en créant un environnement où chaque membre de la communauté peut se sentir soutenu et valorisé. Le succès de ses programmes témoigne de l'importance d'une approche holistique et culturellement sensible pour promouvoir la santé et le bien-être au sein de la communauté noire francophone. Le travail de TAIBU, en particulier dans ses initiatives bénévoles, continue d'être un modèle de service communautaire, inspirant des initiatives similaires à travers la province.



Building the Future:

IMARA Generation Project

The IMARA Generation Project aims to engage Black youth as experts and subject matter experts in their mental health. Black youth are engaged to identify the barriers they face to accessing mental health resources and to make recommendations on ways of addressing those barriers.

Black youth aged 15 - 24 as the primary group were engaged every step of the way to:

- Build a mental health response system that is culturally affirming
- Better understanding of how to address the stigma and additional stresses that are associated with mental health issues
- Enhance their capacity to understand the symptoms and effects of mental health issues and be able to access services and supports early, leading to better outcomes
- Increase the knowledge of Black families as it relates to youth mental health, such that parents and other caregivers are in a better position to be able to provide support to their children and know when and how to access resources
- Institutions that provide services to Black youth and their families are better informed about the availability of resources and services to help meet the mental health needs of Black youth, both from a preventative and healing perspective



'IMARA' is a Kiswahili word that means 'resolute' or 'strong'. The curriculum and the peer led model of the program aims to build a stronger generation that builds capacity for Black youth to cope with and navigate mental health challenges.

Our next aim is to roll out the training's implementation to schools and other community and social services.

We would like to recognize the financial support received from the **Public Health Agency** of Canada in developing the peer-led Afrocentric mental health mentorship curriculum and, of course, our key partners—**Rexdale CHC, Black Creek CHC, Women's Health in Women's Hands**, and **LAMP CHC**—without whom the project would not have been successful.

Restoring Justice for Black Students:

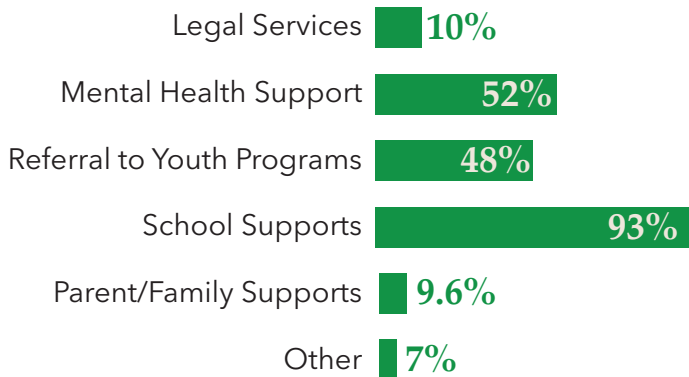
The P.L.U.G. Project

The PLUG Project, a partnership with Rexdale Community Health Centre, provided essential services to support Black students and their parents in navigating school disciplinary measures.

It is known that Black students are disproportionately impacted by suspension expulsions (up to 3-4 times more than other white and racialized students). In all the cases in which The PLUG project has been involved, we have achieved a **100% success rate** in getting suspensions and expulsions withdrawn and any records expunged.

The vast majority of the referrals made were to school-based supports. Many of these students were Black students who had not previously been referred for these supports despite their availability and needs. This speaks to the lack of early intervention on the part of schools when Black students are facing issues.

Interventions:



The PLUG Project:

Case Study

Many of the school boards fail to ensure an equitable investigation before issuing disciplinary action. Case #22 Black male youth, age 17, was accused of possession and use of a weapon or firearm.

The disciplinary action issued by the school was suspension pending possible expulsion from the board. In conclusion, the PLUG Project submitted an appeal, reviewed the disclosure provided by the school and attentively listened to the youth's rendition of the incident.

The PLUG Project advocated that the school did not have any sufficient evidence that the youth was actually in possession of a weapon, nor did he discharge a firearm.

The PLUG Project successfully appealed the 20-day suspension pending expulsion from the board after coming to a settlement agreement with the board-appointed lawyer.

The Suspension is expunged from the youth Ontario Student Record. A support plan meeting was scheduled for the student to ensure that the school was held accountable for planning and creating an adequate reintegration plan.

Lives Transformed Through Mentorship and Academic Success

LEARN Program



I want to express our sincere gratitude for your dedication to preparing our children for the future. [HIS MOM], and I truly appreciate all that you do.

We believe the program is incredibly beneficial despite the fact that its immediate benefits might not be apparent to the children.

Once again, we want to thank you both, along with the tutors who have invested their time and effort in helping [HIM]. Your hard work and dedication are truly appreciated.

GRANDMOTHER OF
MENTEE, GRADE 7

The LEARN Academic Mentorship Program assists Black students across the GTA to improve their academic performance and achieve their education goals by addressing the barriers impacting their chances of school success.

The LEARN Program pairs Black students ages **7-11yrs** and **12-18yrs** with adult mentors, tutors and teachers to meet weekly for academic tutoring, social support and skill development. Through reflective discussion and activities, the LEARN program empowers participants to understand themselves better, using an Afrocentric framework in program planning.

Mentees work with their mentors over a **30-week program cycle** during the school year to identify and strategize ways to address the barriers that negatively impact their school engagement and performance and encourage continued in the summer program, which allows them to stay engaged with classroom material and access additional instruction and support from a certified teacher over summer break in a more casual, low-pressure environment.

In **2023-24**, LEARN expanded its in-person programming, where students were able to gather in person to navigate their school circumstances and share their experiences with one another in a safe and interactive environment.

We served **150 students** and their parents to build their capacity to engage more with educational activities and improve their school experiences and achievements.

LEARN Program Data

Total no of children and youth Served	150
No of children 6-11 years	84
No of youth aged 12 to 17	66
No of Mentees who describe their relationship as positive	93%
Total no. of Mentors who participated in the program	61
Total no. of Mentors who identify their mentee relationship as positive	88%
Youth who self identify as special needs/disability	13%
Female participants	86
Male participants	64



Photo Caption:
Practising problem solving and decision making

A Knowledge Mobilization:

ACT Now! Conference 2024

The 2nd Annual ACT Now! Conference was another success! Over **300 participants** attended in person and virtually.

The theme of the 2024 conference was “*Rest is Black Liberation*” held at the Pan Pacific Toronto Hotel, it was attended by diverse Black community members from across Canada. Participants had the opportunity to take part and contribute to discussions on four themes:

- The Power of Community - Healing and Thriving in the Community
- Intergenerational Health and Wealth
- Policy, Research and Advocacy
- Rest for True Liberation

Dynamic Keynote speakers such as **Dr. Onye Nnorom, Dr. Hamdi Mohamed** and **Dr. Sharon Davis-Murdoch** set the context of the conference. They energized the participants for thoughtful and meaningful dialogue.

Participants had the chance to practice and enjoy rest during the conference through various relaxing and meditating exercises.

This year also marks the completion of the Amandla Olwazi - The Power of Knowledge Project, through which the ACT Now! conference was initiated. The project launched its knowledge mobilization and networking platform. Please check out **www.blackwellnessnetwork.ca**

We thank the conference sponsors: the Public Health Agency of Canada, RBC, The Network for the Advancement of Black Communities (NABC), and Bell Canada.

Rate of the overall conference

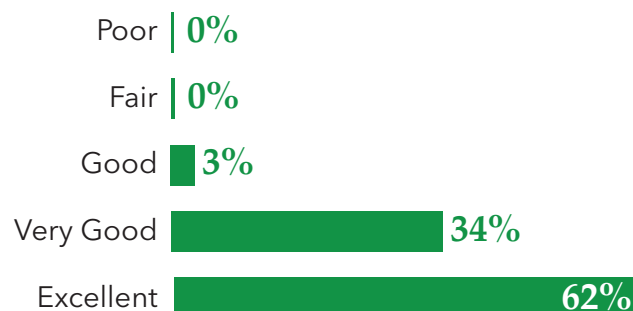




Photo Caption:
Celebrating success at the 2nd ACT Now! Conference

A TAIBU Documentary:

Working While Black

We continue receiving requests for screening our **Working While Black**® documentary with positive reviews and feedback.

In 2023-24, a number of organizations and partners had the opportunity to view the documentary and hold essential conversations to plan for change in their environment.

The organizations and partners include the City of Toronto, Toronto's Infant, Child and Youth Mental Health Sector, Public Health Agency of Canada and Health Canada, North York Employment & Social Services and the Ministry of Community, Children and Social Services.

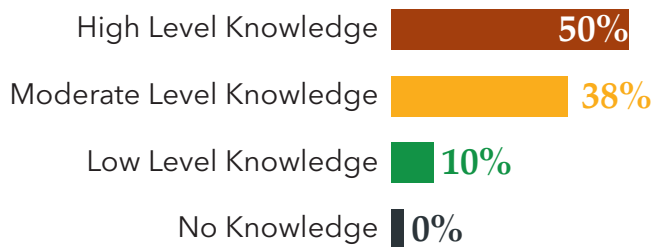
Over **500 individuals** have participated in the screening of the Working While Black. Participants expressed **100% satisfaction** and commented on the crucial importance of the documentary in advancing anti-Black racism work in organizations and institutions.



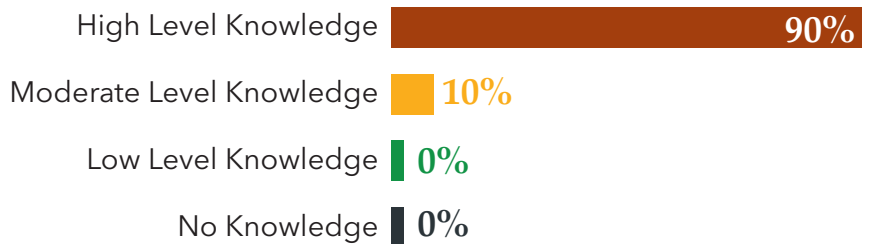
I saw myself, in most of the individual's stories that were being told, for e.g being over looked for promotions e.t.c .

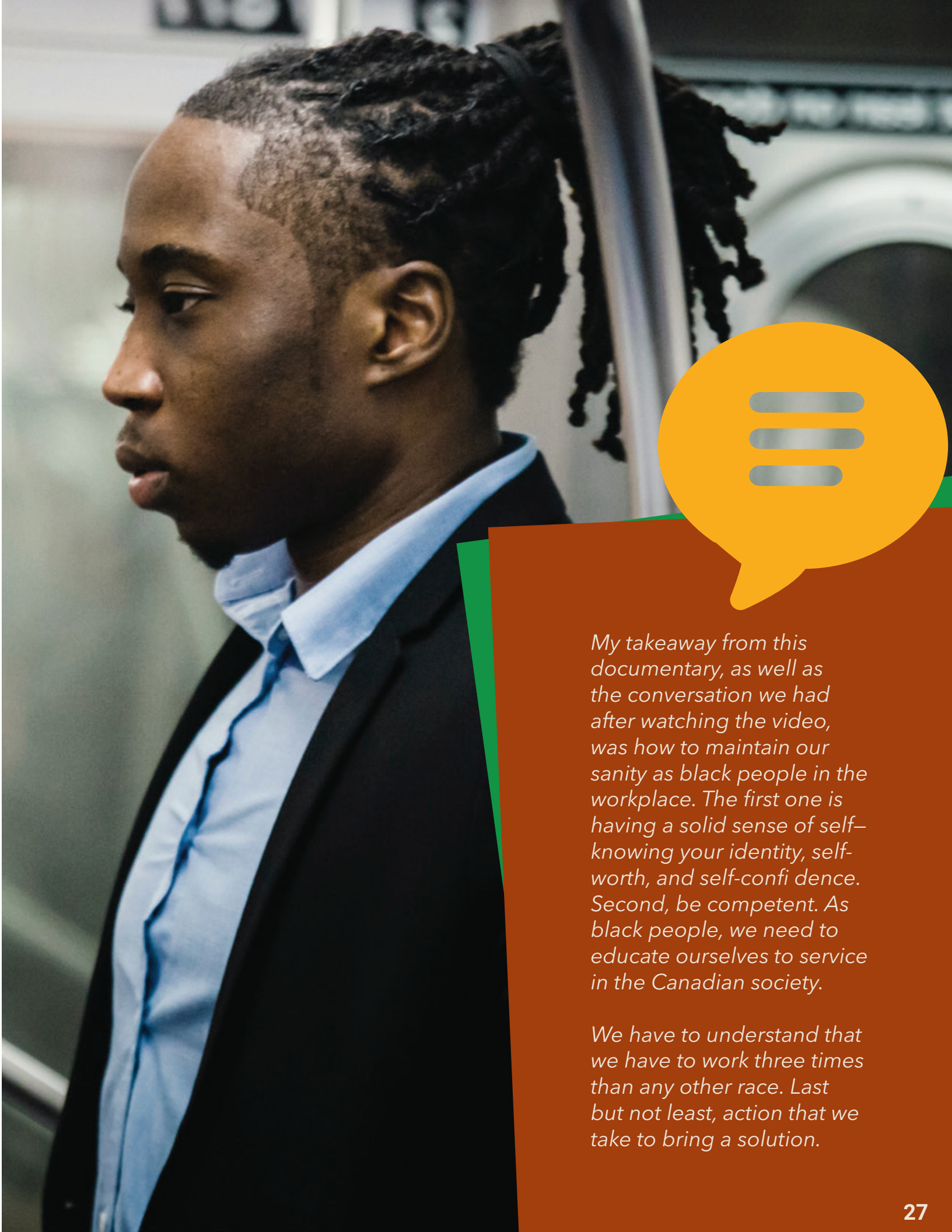
Overall the documentary was moving, emotional and thought provoking.

◆ Knowledge Before the Screening



◆ Knowledge After the Screening





My takeaway from this documentary, as well as the conversation we had after watching the video, was how to maintain our sanity as black people in the workplace. The first one is having a solid sense of self-knowing your identity, self-worth, and self-confidence. Second, be competent. As black people, we need to educate ourselves to service in the Canadian society.

We have to understand that we have to work three times than any other race. Last but not least, action that we take to bring a solution.

Growing Awareness:

Black Mental Health Week

In **2019**, the City of Toronto and TAIBU Community Health Centre partnered under the Toronto for All campaign initiative to highlight the impact of anti-Black racism on the mental health and well-being of Black Torontonians.

In **2020**, the first Monday in March was officially proclaimed Black Mental Health Day. By 2021, the partnership expanded, designating the first week of March 2021 as Black Mental Health Week. Since 2020, Black Mental Health Week has increased from 1 day to 7 days of programming.

TAIBU Community Health Centre expanded its partnership with several organizations throughout the Greater Toronto Area. Black Mental Health Week has extended beyond the Greater Toronto Area to areas such as Peel Region, Durham Region and the city of Ottawa. Black Mental Health Week includes community workshops for youth, families, caregivers, and educators.

In **2024**, over **35 workshops** were presented to the community revolving around the theme of 'Growth and Reflection'. The workshops pinpoint critical mental health concerns that afflict the **Black community** and how support and information can be accessed in the community.

The initiative aims to address the black mental health afflictions that often go unspoken, untreated, continue to plague the community at an alarming rate, and are rarely taken seriously when it comes to **Black individuals**. The Black Mental Health Week creates a safe space for the African, Caribbean, and Black populations to talk about the mental health challenges they face and to break away from the negative stereotypes and perceptions about African, Caribbean, and Black individuals' experiences.



#blackmentalhealthweek



GROWTH  REFLECTION
BLACK MENTAL HEALTH WEEK 2024





Building Trust, Supporting Well-Being,
Transforming Crisis Response:

Toronto Community Crisis Service

The Toronto Community Crisis Service (TCCS) is a new, alternate approach to responding to someone in crisis that focuses on health, prevention and well-being. The service provides an alternative to police enforcement, creating a community based, client-centred, trauma informed response to non emergency crisis calls and wellness checks. This service aims to respond to the needs and desires of the communities most impacted by policing and establish trust and confidence in a new community-based response model. The TCCS supports individuals 16 years of age and older.

The Toronto Community Crisis Service (TCCS) is part of the City of Toronto's commitment to treat mental health crises as a public health issue, not a public safety issue. The TCCS is a community based service with multidisciplinary teams of crisis workers and case managers who will respond to non-emergency calls from people in crisis and requests for well-being checks.



6,827 total calls received for service.

5,868 number of times mobile teams were dispatched



1,996 referrals were made during follow up visits including referrals to mental health, substance use, and housing supports.



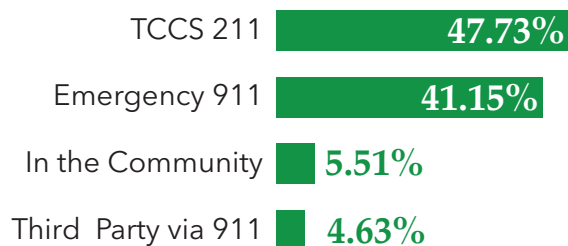
25 minutes median travel time to address

30 minutes median time spent with client


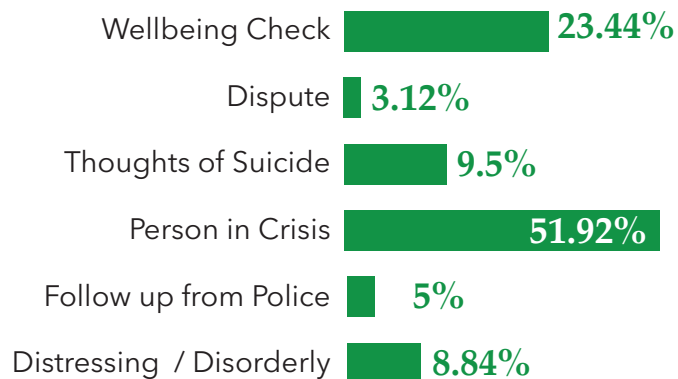


1,581 outreach activities were completed including connecting with local shelters, businesses, community centres, court houses and social services agencies

Dispatch Source



Dispatch Requests by Type



A lot of my fellow community members have fear or distrust of traditional police and would not call 911 because of it. This alternative to traditional policing [the TCCS] will allow more people to ask for help instead of doing nothing and being at risk. We have to understand that we have to work three times than any other race. Last but not least, action that we take to bring a solution.

- Community Member

A Healthy Family is
a Healthy Community:

Kaya Project

The Kaya project is a partnership between Children's Aid Society (CAS) and TAIBU Community Health Centre to provide wraparound support to children, youth and families who identify as Black or Black bi-racial and are located in the Toronto community or are involved with CAS.



Before coming to SAPACCY, I felt like no one really understood the struggles I was facing. As a young Black man dealing with both substance use and mental health challenges, it was hard to find the right support.

The SAPACCY team helped me feel heard and supported without any judgment. They provided me with the tools I needed to make better decisions for myself and my family. I'm finally starting to feel like I'm on the right path, and I couldn't have done it without SAPACCY.

- SAPACCY participant

The focus of the project is to prevent families come into contact with the child welfare system in the first place or intervene early with wrap around support services so they can be discharged quickly. It also aims at reducing the re-opening of cases.

Families receive support from social workers and case managers who work from an anti-oppressive and anti-black racism lens to ensure that families are receiving the support that will ensure their greatest success.

Empowering Black Youth,
Transforming Lives:

SAPACCY

SAPACCY provides services to African and Caribbean Canadian youth (ages 14-29) and their families who are dealing with substance use and mental health concerns. The SAPACCY team works from a cultural competence lens to help Black youth work through mental health and addiction concerns. Our programs offer mental health and addiction counselling and support in accessing resources to assist youth and their families/caregivers in reducing harm, moving toward recovery, and making the best choices for themselves and their families.

The team comprises of social workers and a case manager who are representative of the community it serves to ensure client comfort and trust.

Our Financials

	Year Ended Mar. 31, 2024	Year Ended Mar. 31, 2023
Revenues		
Ontario Health and Ministry of Health funding		
Core program	7,081,992	6,726,431
Diabetes education centre program	401,665	401,665
Diabetes prevention program	141,600	141,600
Other grants/projects	6,147,961	4,969,097
Other income	1,172,904	1,764,520
	14,946,122	14,003,313
Expenses		
Salaries, benefits and relief	4,833,410	4,502,973
General and operating	3,169,928	3,082,001
Occupancy costs	601,717	552,224
Other grants/projects	6,147,961	4,969,097
Depreciation expense net of amortization of deferred capital contributions	14,964	9,507
	14,759,882	13,144,253
Excess (deficiency) of revenues over expenses from operations	186,240	859,060

	Year Ended Mar. 31, 2024	Year Ended Mar. 31, 2023
Assets		
Current assets		
Cash	2,362,667	1,703,215
Investments in GIC	1,948,286	2,402,644
Accounts receivable and prepaid expenses	1,648,911	1,120,729
	5,959,864	5,226,588
Property and equipment	1,487,473	1,749,142
	7,447,337	6,975,730
Liabilities		
Current liabilities		
Accounts payable and accrued liabilities	1,721,045	1,092,606
Amounts repayable - Ontario Health	192,909	277,638
- Ministry of Health	15,191	15,191
- other funder	52,101	52,101
Deferred revenue	1,967,256	1,970,796
	3,948,502	3,408,332
	1,446,358	1,701,161
	5,394,860	5,109,493
Net Assets		
Unrestricted	2,052,477	1,866,237
	7,447,337	6,975,730

Evidence-based Practice:

Research and Policy

TAIBU continues to build its capacity around research and policy work. 2023-24 was a busy year where we conducted several studies and evaluations including the evaluation on the Back to Life program. Another major area of work is refining our Model of Black Health & Wellbeing and developing our Afrocentric evaluation indicators. We have also evaluated our High Priority Community Strategy Ambassador program and a report is being prepared for publication. In addition, we have attended and presented at various conferences.

Conference Presentations:

Alliance for Healthier Communities Conference:

Title: Advocating for mental wellness through creating culturally safe spaces and building entrepreneurship skills to empower Black Youth (by Hamilton Urban Core CHC, Rexdale CHC, and TAIBU CHC)

Description: The From School to Success Pipeline Project (FSPP), led by TAIBU CHC, supports Black youth by providing cultural services, improving their navigation abilities, and confronting anti-black racism. Partnering with organizations like Hamilton Urban Core and Rexdale CHC, they collaborate with institutions, families, and youth to develop strategies guided by an external evaluator.

Title: The PLUG Project: Addressing Disproportionate Suspensions and Expulsions for Black Students (by TAIBU CHC)

Description: The PLUG Project prioritizes violence prevention and conflict mediation, focusing on advocating for families. Workshops equip Black and marginalized students with skills like conflict resolution. Specialized parent workshops guide families in navigating children's rights within the school board and addressing anti-Black racism.

Title: Implementation Research for testing the CANRISK Tool Screening for Diabetes among African, Caribbean, and Black Adolescents (by Access Alliance Multicultural Health and Community Services, Rexdale CHC, TAIBU CHC, and Black Creek CHC)

Description: This collaborative study, led by PHAC and conducted at four community health centers in Toronto, aimed to update the CANRISK questionnaire to more accurately identify African, Caribbean, and Black Canadians aged 18-39 at risk of diabetes.



Photo Caption:
TAIBU staff working together to advance our community-focused initiatives and research

Thank You to Our Staff:

Leadership/Management:

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Delford Blythe
Racquel Hamlet
Maheshi Thilakasena
Tameika Shaw**
Phil Johnson**
Abel Gebreyesus
Amna Iqbal
Salem Sisay

Administration:

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Halsta Green
Nadira Kalahe-Pathirana
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Gertude Charcelin
Fathima Ashroff
Dilani Weeramanthrie
Maya Addisalem
Hermela Wehib**
Fazilla Williams

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Rosine Kambeu
Melissa Knight
Sally Asante
Janette Solomon

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Denah Smith
Francine Charpentier
Myriam Innocent

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Shenique Salmon
Shainah Adolphé
Augustine Obeng**

** - No longer employed

* - On maternity leave

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Dr Sherine Ensan
Dr Girma Mekonnen Tizazu
Dr Tiffany Richards
Dr Karishma Manji
Dr Yusra Ahmed
Dr Samra Sahlu

Allied Health Professionals :

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Layeeq Fatima
Zoe Barnett
Ai Luong
Alan Ka Chan
Jenny Huynh
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Keyanna Vanloo
Ron Stoddard
Jodi-Ann Johns
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Hathor-Ra Adwoa

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Yaw Appa-Gyasi**
Papa Appa-Gyasi**
Onaope Egbedeyi**
Allatchi Hamid**
El Mahdi Guelida**

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Natasha Diwanji

TCCS Team:

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Marie-Eve Barasubiye
Winnie Kihara
Mia Benight
Sara Brown
Afolabi Oydele
Cara Benjamin
Abuzar Abbas
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Samantha Thomas
Jude Emu
Dalia Al-khooly
Kristyn Thompson
Amina Duale
Damilola Olukoya
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Deshon Downer
Ahmat Nakour Brahim
Ahmat Hassane Tchanaye
Aleisha Slivera
Darling Emile
Benedicte Tshibangu
Esther Adinkrah**
Kareem South**
Fatiwu Egbadamashie**
Christiana Ogunye Oladehinde**
Renee Wilkinson-Owusu*
Maymuna Mohamed**

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Bell Let's Talk
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Peloton
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