



CANADIAN MENTAL HEALTH ASSOCIATION PEEL DUFFERIN



ANNUAL REPORT 2021–2022



Canadian Mental
Health Association
Peel Dufferin
Mental health for all

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BOARD OF DIRECTORS

Patrick Fradley-Davis, Chair

Peter Simmons, Vice-Chair

Nadeisha Pinnock, Vice-Chair

Grant Clark, Secretary

Wilma Clarke, Past Chair

DIRECTORS

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Linden King

Solange Losier

Phil Lynn

Sandra Richardson

Jessica Ridgwell

Mehak Sethi

Maria Zigouris



GOVERNANCE AND STRATEGY



MISSION

CMHA Peel Dufferin champions good mental health for everyone and supports the full participation of those with mental illness and addictions in the life of the community.



VISION

Mentally healthy people in a healthy society.



CORE VALUES

Leadership, integrity, inclusiveness, advocacy, accessibility and quality.

Leadership: Open, receptive and meaningful leadership at every level in the organization and within our diverse community resulting in activities, services and outcomes that will benefit the community, particularly those affected by mental illness and addictions.

Integrity: We do the right thing even in difficult situations, work from a position of trust, follow through on our commitments and treat everyone fairly and with respect.

Inclusiveness: Creating an environment where everyone feels they belong, can share ideas and opinions and where everyone interacts in a manner that is respectful, supportive and professional. This includes celebrating our respective uniqueness, contributions and strengths as individuals and communities.

Advocacy: We work together with others as true partners in the best interest of those affected by mental illness and addictions. This means being proactive, responsive to needs and investing the time, energy, effort to achieve meaningful outcomes.

Accessibility: Programs, services, information and facilities are available, user-friendly and accommodating, effectively supporting full participation and access for everyone who needs them.

Quality: We deliver high-quality, holistic mental health and addiction services and programs that our clients need and deserve. Care, passion and partnership underpin our client-centred approach and continuous improvement efforts.

MESSAGE FROM THE CEO AND BOARD CHAIR

It has been an interesting journey over the past year. COVID-19 remained part of many conversations and continued to evolve the way we offered services. The lessons we learned during the pandemic helped us redesign services. Callers were immediately connected to a mental health worker who helped navigate next steps and offered virtual counselling and group services. This immediate access contributed to faster service for clients and families, focused support and decreased wait times for intensive programs.

We've updated our strategic plan for 2022 to focus on developing talent, fostering inclusive and thriving environments, expanding supports for clients and offering fair and competitive rewards. In turn, we earned the Nonprofit Employee of Choice Award for the second straight year. We also ranked 10th on the Forbes list of Canada's Best Employers for 2021, making that list for the second year in a row, too. This builds on our exemplary status in our last accreditation.

Our Anti-Black Racism Transformative Action Team continued to focus on supporting our Black staff and clients. Some actions included anti-Black racism interview questions added to our human resources process, offering anti-oppression training for all staff, the creation of an inclusive language and actions guide, working with race-based data to understand our staff experience and how they relate to the populations we serve, evolving community partnerships and collaborations, and starting a safe space for Black staff to discuss issues.

The Bernardi Bursary was officially launched. In honour of the 25th anniversary of Bernardi Human Resource Law, Lauren Bernardi, founder of Bernardi Human Resource Law and CMHA Peel Dufferin board member at that time, presented us a cheque

for \$25,000. This was used to create the Bernardi Bursary to help increase the diversity in senior leadership in mental health and addictions. The bursary provides an opportunity for CMHA staff to develop into senior roles with the goal of having leadership representative of the population we serve.

We also launched a very important memorial scholarship. Our teammate, Sweedean, dedicated her life to helping others, first as a peer worker and later as a member of CMHA Peel Dufferin's Mobile 24/7 Crisis Support program. The Sweedean Robinson Memorial Scholarship will support CMHA clients or members of the broader community. The focus will be on youth who identify as members of a racialized community to become certified mental health peer workers.

We continued our High Priority Communities Strategy (HPCS), offering community outreach, education and wraparound supports. Through the HPCS, community support ambassadors provided residents with COVID-19 resources, isolation supports, masks and hand sanitizers, access to food and necessities, housing and financial resources and mental health support.

To help our Mississauga clients, we added a new space at 90 Burnhamthorpe Rd. in Sussex Centre where staff can meet with clients. Services including addictions, structured psychotherapy and more will be able to use this space.

In the last nine years, CMHA Peel Dufferin has only seen a three per cent increase in base funding, despite an inflation rate of 24 per cent and a cost-of-living index of 19 per cent. While the province continues to fund new programming, critical existing programs continue to be eroded by inflation and population growth. Further, Peel Region currently

receives half the funding per person compared to the provincial average. This dramatically effects our capacity to support people and relieve pressure on emergency departments.

Our advocacy included meetings with MPs and MPPs, meeting with funding leaders alongside the provincial CMHA executive leadership network, and supporting the CMHA Ontario base funding campaign.

Thanks to generous grants from the United Way Greater Toronto, United Way Guelph Wellington Dufferin, Dufferin Community Foundation and donations from countless individuals and companies,

David Smith
CEO,
CMHA Peel Dufferin



we expanded support for clients struggling to buy groceries and pay for things like rent and utilities through the McEvenue Home Works fund.

As an organization, we remain committed to serving our community and are working to develop a new model of care which will offer less intensive services to those who need them, which will shorten wait times for those needing more intensive services.

Thank you for your continued support of CMHA Peel Dufferin and the clients we serve.

Sincerely,

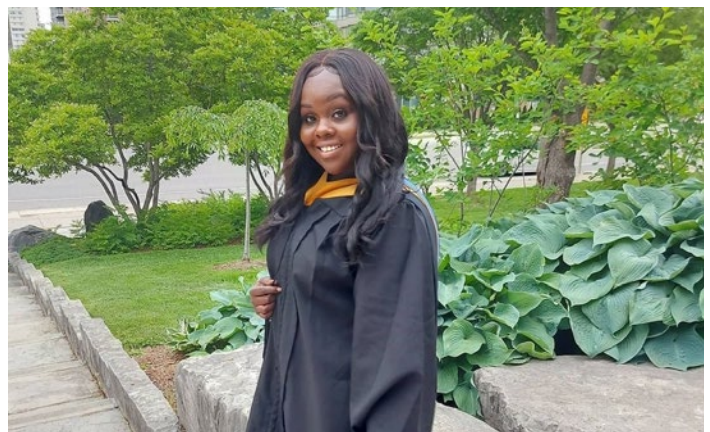
Patrick Fradley-Davis
Board Chair,
CMHA Peel Dufferin



IN MEMORY OF SWEEDIAN ROBINSON

This past year we lost a dear staff member who has been deeply missed by her colleagues, clients and partners. Throughout the seven years that Sweedian worked for CMHA, she became a part of our cultural fabric. She was fierce in her advocacy for mental health and her peers, but did so with kindness and compassion. She was dedicated to her work but always had time for fun and laughter along the way. She connected with clients effortlessly and she always believed in and held hope for those who were not in a place to hope themselves. The loss of Sweedian to suicide profoundly impacted us all. It has been a confusing time as we struggled to understand Sweedian's death and find our own individual peace. As we continue to heal,

it is important that we lean on each other, allow ourselves the space and time to recover, and reach out for support if we need it. We miss you Sweedian.



ALL PROGRAMS AND SERVICES

84,153 client visits

19,202 group participants

20,138 clients served

321 families served

4,319 group sessions

EDUCATION



10,868 individuals trained

181 sessions

RECOVERY WEST



9,123 attendance

328 individuals served

MENTAL HEALTH AND JUSTICE



611 clients served

VOCATIONAL



3,923 attendance

106 individuals served

RAPID ACCESS ADDICTION MEDICINE (RAAM)



4,845 client visits

363 clients served

CRISIS



59,336 calls for service

43,786 interactions

6,894 clients served

4,070 mobile visits with police

EARLY PSYCHOSIS INTERVENTION (EPI)



4,057 client visits

135 clients served

PEEL OUTREACH



515 individuals served

95 clients housed

YOUTH NET



3,875 attendance

134 presentation and displays

STRATEGIC PLAN 2019-22

LEADERSHIP - CLINICAL EXCELLENCE - EVIDENCE-BASED - INNOVATION

CMHA Peel Dufferin's 2019-22 strategic plan was informed by speaking with clients, families, staff and stakeholders to guide the organization through 2022.

We listened to stories from those living with mental illness and addictions, client family members, front line clinicians, support workers and community partners and built that feedback into our strategy. This allowed us to incorporate new changes into our systems and continue to provide the safest quality care to our community.

By training leaders and creating paths to bring teams together, we're working to improve the lives of our clients through quality care and original ideas that lead to mental health for all.

CMHA Peel Dufferin offers programs for:

- Youth and adults experiencing a mental health or addictions crisis
- Seniors (dementia and substance use)
- People navigating the court system
- Those struggling with homelessness or imminent homelessness
- Family members and caregivers of those experiencing mental health or addictions issues

The strategic plan has been updated for 2022-23 to focus on developing talent, fostering inclusive and thriving environments, meeting performance expectations, and offering fair and competitive rewards.

This strategic plan reinforces our mission and our over-55-year history of bringing better mental health to our community. It builds on our commitment to providing equitable access to quality mental health services that support individuals throughout their recovery.



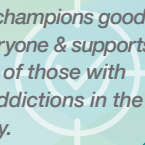
OUR VISION

Mentally healthy people
in a healthy society.



OUR MISSION

CMHA Peel Dufferin champions good
mental health for everyone & supports
the full participation of those with
mental illness and addictions in the
life of the community.



VALUES

Leadership, Integrity,
Inclusiveness, Advocacy,
Accessibility & Quality.



LEADERSHIP

- Build leadership to drive co-design and system improvements
- Provide opportunities for leadership development
- Exemplify the value of community-based services and demonstrate capacity to improve health outcomes



CLINICAL EXCELLENCE

- Improve self-defined quality of life
- Enhance skills and opportunities to deliver clinically excellent services
- Deliver high quality, safe and efficient mental health and addiction services



CLIENTS & FAMILIES

STAFF



Canadian Mental
Health Association
Peel Dufferin
Mental health for all

Association canadienne
pour la santé mentale
Peel Dufferin
La santé mentale pour tous

2019-2022 Strategic Plan

Grounded in evidence-based research, we will work with clients & families toward co-designed system improvements with a focus on leadership, clinical excellence & innovation that recognizes the current landscape of health care system transformation.

SYSTEM TRANSFORMATION

EVIDENCE-BASED

- Use experiences to drive new ways to deliver better services
- Deliver the best outcomes as defined by the evidence
- Use data and research to show the value of community-based services and drive safety and system improvements



INNOVATION

- Ensure services are regularly evaluated and continuously improved
- Create opportunities to evolve ideas and imagination into high quality services
- Create innovative solutions to problems that improve quality outcomes



NEW PROGRAMS, EXPANSIONS AND UPDATES

REDESIGN

In 2018, reorganization was necessary because of increased need for mental health and addiction services and increasingly-stretched resources. The redesign work started with the implementation of core, multi-disciplinary mental health and addiction services within regional-based teams.

In response to the COVID-19 pandemic, callers were immediately connected to a mental health worker and offered system navigation, virtual counselling and group services. This immediate access contributed to faster service for clients and families, reduced overserving and decreased wait-times for intensive programs.

To build on the lessons from the pandemic, the next stage of the redesign will:

- Improve access with the immediate intervention specialist
- Offer more short-term, evidence-based interventions
- Expand the multi-disciplinary approach
- Improve access to intensive services for complex clients

The redesign will ensure less-intensive interventions are immediately available. By diverting clients to immediate, short-term interventions, multi-disciplinary teams can serve complex clients with less wait.

The new immediate intervention specialist role will offer immediate interventions and clients who need intensive services will be transitioned to the multi-disciplinary team in the region where they live. The team will use a structured assessment to align client needs with available resources. Individuals calling for service will get what they need, when they need it, in a flexible, effective and seamless way.

There will also be continued advocacy for increased funding for community-based mental health services that align with best practice. This redesign will help us to develop the structure that will increase the continuum of care.



DIVERSITY, EQUITY AND INCLUSION

We have made a commitment to diversity, equity and inclusion (DEI) across our organization and within our community over the past year. Our board is working with a joint group of staff to adapt our mission, vision and values to reflect diversity, equity and inclusion. We have also thoughtfully created and shared an equity statement on our website:

“
CMHA Peel Dufferin is committed to diversity and inclusion in our workplace. We are committed to removing and reducing barriers and providing opportunities that foster independence, inclusion, and dignity for people of all ages, genders, cultures, and abilities. We work to provide equitable mental health care to a diverse population in an anti-racist, anti-oppressive, accessible way. This is important in addressing access to healthcare for groups including, but not limited to, First Nations, Inuit, and Métis Peoples, racialized groups, those with varying abilities, 2SLGBTQ+, and other equity-seeking groups.”

When it comes to growing our team, we've been purposeful in diversifying our recruitment process and have incorporated an interview question that speaks directly to equity and inclusion. This shows potential candidates upfront who we are as a team and the importance of a diverse environment for both staff and clients. We planned mandatory DEI training for all staff that took place this past year. Topics included systems of oppression, anti-racism, and unconscious bias. We have also strengthened existing partnerships with other culturally-specific community organizations including Punjabi Community Health Services, Roots Community Services and MOYO Health & Community Services.

We know there is still much work to do. This is not a project, but an ongoing commitment to growth and change for years to come.



HIGH PRIORITY COMMUNITY STRATEGY – SUPPORTING RESIDENTS OF SOUTH WEST MISSISSAUGA DURING COVID-19

During the pandemic, the province announced a targeted High Priority Communities Strategy (HPCS) to combat the spread of COVID-19. To execute the HPCS, the provincial government recruited local lead agencies to work in partnership with Ontario Health, public health units, municipalities and other community partners to deliver key interventions for the province's hardest-hit neighbourhoods.

Communities were selected due to their high-COVID-19 prevalence (current or historical), low testing rates and sociodemographic barriers to testing and self-isolation. Of the 15 priority neighbourhoods identified, six are in Peel Region, including: Bramalea, Brampton, South West Mississauga, East Mississauga, North West Mississauga and Malton.

CMHA Peel Dufferin was asked to act as the lead organization in the South West Mississauga neighbourhood and this has continued through 2021-22.

Our diverse team of community ambassadors worked closely with residents to promote and facilitate isolation to stop the spread of COVID-19.

The team focused on community outreach and engagement to educate and enhance awareness of locally-available services and supports, distribute personal protective equipment, and answer questions in community members' preferred languages and formats.

They worked to increase access to testing, including operating a pop-up testing site using CMHA Peel Dufferin's Mobile Health Clinic powered by TELUS Health, and providing transportation assistance to testing sites.

The team provided wraparound supports to individuals and families isolating in their home, including warm connections to services like grocery delivery, emergency financial assistance, child care options and even foster care for pets.

Last fiscal, the HPCS team hosted eight vaccination clinics, handed out over 37,000 pieces of personal protective equipment to community members, and interacted with over 78,400 community members for support and education.



ZERO WORKPLACE TRANSMISSIONS

When we started our last fiscal in April 2021, we were in the third wave of the pandemic. Many staff were redeployed to support vaccine clinics, virtual groups and our front door services. We began to reopen in the summer, but we continued our stringent personal protective equipment (PPE) requirements and infection prevention and control (IPAC) guidelines so staff could return on-site safely.

Then the fall and winter brought the Omicron variant. We kept our offices open, and all sites underwent thorough daily cleaning and disinfection as part of our enhanced cleaning protocol with deep cleans as necessary.

Due to the vigilance of staff, and our strong PPE and IPAC measures, CMHA Peel Dufferin had zero workplace COVID-19 transmissions last year.



EXPANSIONS

CLINICAL PROGRAMS

1. Launched the Rapid Access Addiction Medicine (RAAM) program expansion, which included the addition of a registered trauma-focused therapist and increased availability of a peer support worker from part-time to full-time.
2. Mobile Crisis Rapid Response Team (MCRRT) expanded to include a collaboration between CMHA Peel Dufferin and Punjabi Community Health Services.
3. Launched a new program within Mental Health and Justice Services, Post-Court Transition, which includes one full-time registered nurse and one housing specialist, in collaboration with Services and Housing in the Province.
4. Launched a new program within Mental Health and Justice Services, Fetal Alcohol Spectrum Disorder, which includes one full-time registered nurse.

OTHER:

- Our Client Record Management System (CRMS) no longer requires a virtual private network connection to access.
- Our crisis line integrated with EveryMind to create one telephone number for Peel residents of all ages to obtain 24-7 mental health support.
- Our telephony systems migrated to Bell On Demand Contact Centre (ODCC). Five teams and 100+ staff were onboarded.



MCRRT EXPANSION

Our Mobile Crisis Rapid Response Team (MCRRT) pairs a mental health worker with a police officer to respond to 911 calls that involve mental health and addiction crises. When we requested funding to expand our MCRRT program from two cars to three cars, we also asked for additional staffing to support the needed mental health follow-ups resulting from MCRRT visits. As a result, we were able to provide an additional eight-hour shift on our crisis line each day to support this important work. This enhancement is supported by two Punjabi Community Health Services (PCHS) employees who are embedded within our team.

This expansion has helped us increase our support of mental health in the community through MCRRT coverage and supports our goal of growing our diverse crisis team.

“

PCHS is a proud partner with CMHA Peel Dufferin on mental health projects,” said Baldev Mutta, CEO, Punjabi Community Health Services. “Together we are looking at providing culturally competent services to BIPOC communities. It has become evident that the COVID-19 pandemic has highlighted inequities in healthcare, and both organizations are joining hands to address them. It is an honour to partner in non-police crisis intervention and work together to develop 24/7 Crisis Walk-in services in the Peel Region. ”

ONTARIO STRUCTURED PSYCHOTHERAPY

Ontario Structured Psychotherapy (OSP) is a provincially-funded, evidence-based program that supports those experiencing mild-to-moderate anxiety and depression through stepped care and a range of services. It's centralized, standardized and accessible.

Between 16 and 20 per cent (2.24-2.8 million people) in Ontario will experience depression or an anxiety-related disorder at some point in their lives. But these conditions can be effectively treated. There is convincing evidence that cognitive behavioural therapy (CBT), the underlying approach within OSP, is effective in treating people with anxiety-related disorders and depression by challenging unhelpful thinking and behaviour patterns.

CMHA Peel Dufferin was grateful to have been chosen in 2021 as a service delivery site for OSP, in partnership with Care Point Health and Waypoint Centre for Mental Health Care, with two staff members in Dufferin and one staff member in Brampton/Mississauga.



FETAL ALCOHOL SPECTRUM DISORDER DIAGNOSTIC CLINIC

A diagnosis for fetal alcohol spectrum disorder (FASD) involves several types of assessments with various experts and access to a psychologist to amalgamate the assessments and determine a FASD diagnosis. The cost to access psychologists and other expertise is costly.

Before CMHA Peel Dufferin's FASD Diagnostic Clinic began, there was nowhere in the Peel Dufferin area for adults to get support to receive a diagnosis. Individuals and caregivers would have to assume that an individual has FASD without diagnosis or pay for assessment out-of-pocket, if able, to find a psychologist well-versed in FASD.

As a result, many people remain undiagnosed and miss the opportunity to apply for government benefits or necessary resources.

The challenges FASD presents an individual with are not supported within the criminal justice system.

A person with FASD has challenges with learning from consequence and is often seen by others as defiant or unable to be rehabilitated.

The FASD Diagnostic Clinic involves a nurse co-ordinator who supports individuals and their caregivers to obtain records, co-ordinate assessments and access a psychologist to determine a diagnosis. Benefits of a diagnosis include having knowledge and reason for specific life struggles, knowledge about the areas of the brain that have been impacted, and opportunity to access resources and services.

This includes Disability Services Ontario (DSO) funding, behavioural services, housing support and community participation supports. CMHA Peel Dufferin is thankful to be able to offer this service to our community.



ACCESSIBLE MENTAL HEALTH EDUCATION

Throughout the second year of the pandemic, the mental health promotion team continued to pivot, ensuring accessible mental health education was delivered to as expansive an audience as possible.

During this year, CMHA Peel Dufferin's certified adult educators were able to reach a total of 10,868 participants across various regions and facilitated a total of 181 sessions virtually. We observed a large spike in the uptake of our clinical trainings, in addition to our mental health workshop offerings, all of which were developed and/or further refined during the year. Workshops such as **Alternate Realities: How to support clients who experience psychosis, Case Management Fundamentals, Improve Your Client Notes, Trauma-Informed Practice** and **Recovery-Based Assessment** were offered both publicly to our community as well as privately to various hospitals, support agencies and organizations - all of whom booked these clinical workshops to train frontline staff. All clinical trainings received positive feedback in addition to excellent attendance and gained the attention of other CMHA branches who also booked these trainings with CMHA Peel Dufferin to further train their staff members. We were able to train internal staff on our clinical trainings, such as our Improve Your Client Notes workshop to ensure all direct service staff were equipped with the documentation tools to maximize effective service delivery.

Due to the virtual nature of our mental health and clinical workshops, we were able to reach participants both within the Peel Region and Dufferin County and expanded beyond to areas such as Niagara, Halton Region, Simcoe County, North York, Brantford and Cornwall.

The mental health promotion team continued to work tirelessly to reach as many businesses, support agencies and community members as possible via social media, outreach initiatives, and through nurturing our existing client relationships, ensuring our mission of providing mental health awareness, especially during such a trying time, continued to be accessible to all.

SWEEDIAN SCHOLARSHIP

The Sweedian Robinson Memorial Scholarship will support CMHA peer staff, clients or members of the broader Peel and Dufferin community, with a focus on youth who identify as members of a racialized community, to become certified mental health peer workers.



POST-COURT TRANSITIONAL SUPPORT

Individuals with complex health needs, including mental health concerns and low access to safe and affordable housing, are at risk of conflict with law. Once a person's matters are resolved, there's less opportunity to engage with helpful resources. Often, ongoing challenges with their physical health, mental health and stable housing continue to put them at risk.

The overarching goal of CMHA Peel Dufferin's Post Court Transitional Support program is to provide rapid engagement to short-term case management services in community mental health and addictions. This is to help meet an individuals' immediate needs during post-court stabilization and transition them to longer-term supports and services within a six-month period.

The team is comprised of a mental health registered nurse from CMHA Peel Dufferin and a housing specialist from Supportive Housing in the Province (SHIP). By combining the support of a nurse and a housing specialist, clients receive targeted supports to aid with reaching their goals and community stabilization in hopes of reducing recidivism.

The partnership with SHIP includes housing subsidy funds to help clients of the program with their need for housing. The collaboration between both agencies also allows us to share and navigate resources within the community to support clients.

NONPROFIT AWARD OF CHOICE

CMHA Peel Dufferin applied for, and received, a Canadian Nonprofit Employer of Choice™ (NEOC) Award for the second year in a row in 2021. The Award recognizes nonprofits whose exemplary talent management practices support successful mission delivery in the communities they serve.

More than just a plaque on a wall, the NEOC Award is a tool that measures a nonprofit's leadership attributes, HR practices and employee opinions. The NEOC program provides a framework to evaluate an organization's talent management issues and start constructing a corrective plan of action. This program further enables the board and senior staff to probe and analyze the issues and start the transformational change needed to achieve the impact the donor rightly expects.

We are extremely proud of our staff and the many wonderful individuals who helped us create a workplace worthy of recognition.

The award also came on the heels of the Canadian Mental Health Association ranking 10th on the Forbes list of Canada's Best Employers for 2021, making that list for the second year in a row as well.



VIRTUAL RIDE DON'T HIDE GREATER TORONTO RAISES NEARLY \$108,000

The event promoted awareness and raised funds that make a significant impact on mental health care in our community.

Ride Don't Hide 2021 looked very different from events of the past. We were in the thick of the third wave of the COVID-19 pandemic. Vaccine rollout began only six months prior and public health measures severely restricted public gatherings. Despite the limitations, we were determined to bring the community together to move more, give back, and feel better.

In partnership with CMHA Toronto and with the support of our lead sponsor, Facility Plus, we launched a virtual Ride Don't Hide that challenged participants to ride, run, walk, or engage in an alternative activity throughout the month of June and track their progress in minutes. By the end of the month, 330 people had signed up on 33 teams, completed a total of 158,967 minutes of activity, and raised an incredible \$107,993 for mental health care in our community.

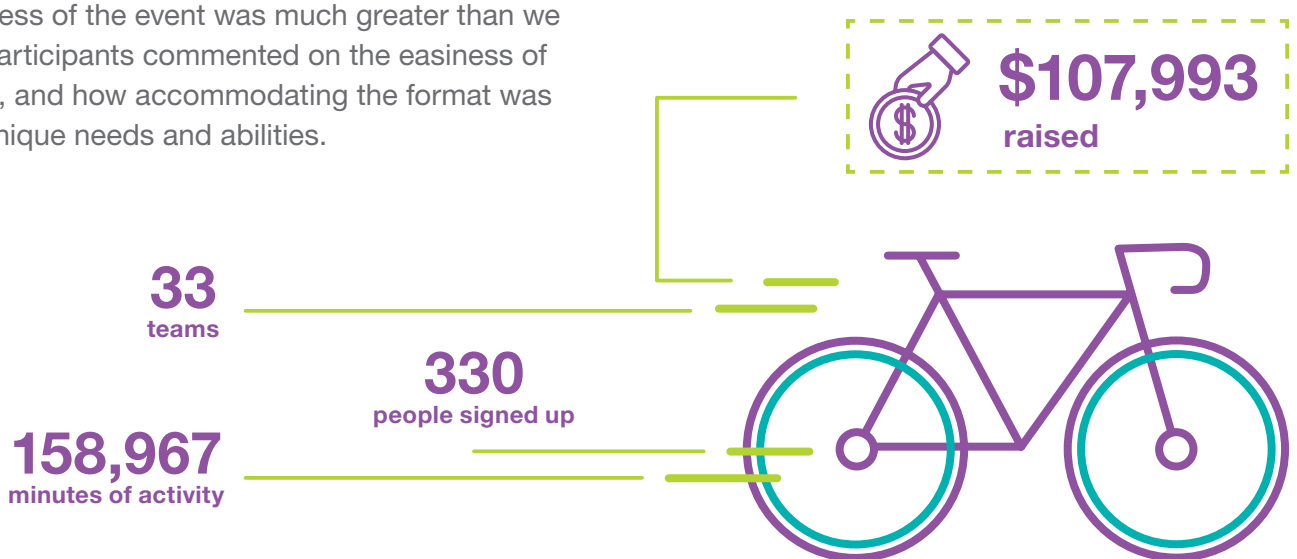
The success of the event was much greater than we hoped. Participants commented on the easiness of the event, and how accommodating the format was to their unique needs and abilities.

"I have never participated in Ride Don't Hide as I am not a biker, but because this one was virtual, and I could choose whatever I wanted, it made it more doable for me. It was also a way to challenge myself with my fitness goals and I loved that," commented one participant.

Another noted that, "It was a fun event to participate in and it brought out great competitiveness among my colleagues to go the distance, for a great cause. I'm happy to do this on my time throughout the month."

On behalf of the clients, staff and volunteers at CMHA Peel Dufferin, we extend our heartfelt gratitude to all the riders, donors, sponsors and supporters who participated in Ride Don't Hide 2021. Your commitment to mental health is truly inspirational.

To participate in future Ride Don't Hide events, visit cmhapeeldufferin.ca/ridedonthide.



AWARDS

CARING COMMUNITY AWARDS

The Caring Community Awards were developed to recognize individuals and organizations who have made significant contributions to the mental health of our community. The recipients for 2021-22 are:

SHAHRUKH SHAH

Shahrukh Shah is a member of the CMHA Peel Dufferin Client and Family Advisory Council and is a big supporter of our annual Ride Don't Hide fundraiser.

"I love the fact that the Ride Don't Hide event combines the fundraising and stewardship of the CMHA while encouraging physical exercise which is vital to mental health as well," says Shah. "I was diagnosed with bipolar disorder in 2016 and through my recovery process became very empathetic to the mental health issues many people face. As a result, I am a very passionate mental health advocate. I ride because I know what it is like to live with a mental illness, and I want to continue to break down the stigma around mental health by being an example of someone who lives and thrives with bipolar disorder."

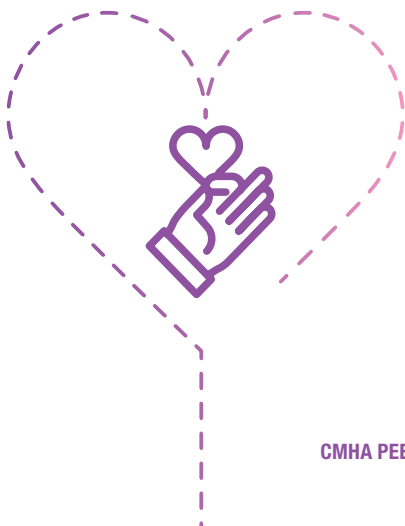
We're very thankful for Shahrukh's support and his advocacy for mental health in the community.

BERNARDI HUMAN RESOURCE LAW

In 2021, in honour of the 25th anniversary of Bernardi Human Resource Law, Lauren Bernardi, Founder of Bernardi Human Resource Law and CMHA Peel Dufferin board member at that time, presented us a cheque for \$25,000. This was used to create the Bernardi Bursary to help increase the diversity in senior leadership in mental health and addictions. The bursary provides the opportunity for CMHA staff to develop into senior leadership roles with the goal of having mental health leadership representative of those being served.

"Bernardi Human Resource Law LLP created the Bernardi Bursary to help individuals from marginalized communities advance their education to obtain leadership roles within CMHA. In addition to helping individuals advance their careers, this enables CMHA to further develop a leadership team with diverse perspectives and experiences. We are thrilled to play a small part in assisting tomorrow's leaders in workplace mental health," said Bernardi, lawyer and human resource advisor.

We're so grateful for this bursary, which will increase diversity in senior leadership in mental health and addictions.



DONORS

Donors make it possible to help support our youth, awareness and client wellness programs that don't receive government funding. These activities ensure individuals and families know where to turn for help when they need it, and support clients in their recovery.

DONATIONS WERE RECEIVED IN HONOUR OR IN MEMORY OF:

Adriaan Van West	Jessica Caverhill
Aldo Nasato	Jessica Foote
Anthony (Tony) McEvenue	The Johnston Family
Barbara Ellstrom	Jon Randle
Brian Minor and Alanah Wild	Justin and Leigh Abergel
Cindi Hunter	Kristine Bleeker
Debra Neale	Mark and Linda Wild
Dennis King	Matt Doyle
Derek O'Rourke	McCrimmon Middle School Support Staff
Diane Harris	Navid Forouzes
Elsa Courchesne	Nikki Amaral
Gina Dimarco	Peter Kavanagh
The Goodbrand Family	Rose Barclay
Helen	Sandra Toth
Hilda Doran	The Saunders Family
Tyrone Summers	Shawn Lyons
Janeen Nicholls	Sweedlan Robinson
	The Symonds Family
	Taylor & Lindsey Wild

EVENT/INITIATIVE NAME

HOSTED BY

7 Day Sunshine Challenge	Lily McEvenue
T-Shirt Sales	Mark Cowin
Sol Stories' Mental Health Fundraiser	Deepa Mahanti

PUBLIC & CORPORATE DONORS

Treva Courtney	Raman and Shehnaaz Kumar on behalf of ARNS Group Inc.
Vincent Peter Merry	Siemens Canada Oakville
	Sushma Khinvasara
Employment and Social Development Canada	Sonnen Hill Brewing
The Estate of Costanza Mondelli	United Way Greater Toronto
Bernardi Human Resource Law LLP	
City of Mississauga Employee Fantasy Basketball League	
Chum Charitable Foundation	
Dufferin Community Foundation	
Heatherlea Farm Shoppe	
McGuffin Real Estate Inc	
Mississauga Firefighters Benevolent Fund	

EVENT SPONSORS

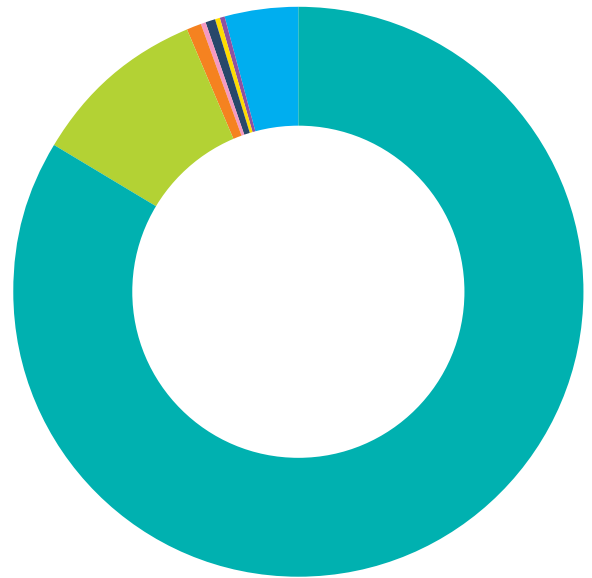
Facility Plus

FINANCIAL REPORT

Sources of Revenue

Ontario Health	\$19,926,490
Region of Peel	\$2,398,423
Donations and other income	\$955,049
United Way	\$211,504
Queens Square Family Health Team	\$145,653
Canada Summer Students	\$75,596
Ontario Structured Psychotherapy	\$68,090
County of Dufferin	\$49,819

TOTAL \$23,830,624



Sources of Expenses

Multi-Disciplinary Care Collaborative Services	\$5,279,971
Crisis	\$5,064,200
Administration	\$2,417,100
Outreach & Housing	\$2,316,904
RAAM	\$1,540,744
Recovery West	\$1,387,081
Justice	\$1,188,525
ACTT	\$1,125,337
Rent	\$1,021,264
High Priority Community Strategy	\$817,557
Clinical Management	\$572,029
Other	\$570,268
Mental Health Promotion	\$279,518
Youth	\$176,339

TOTAL \$23,756,843



EMPLOYEE APPRECIATION

NEW STAFF WHO JOINED IN 2021-22

We would like to thank each team member for their commitment to our clients' success, the speed in which they adjusted to our new world, and how they changed the way they worked to meet increased demand in crisis, triage and many other areas of support. We couldn't have done it without you.

We'd also like to thank those who celebrated their fifth, 10th and even 30th anniversaries as a part of CMHA Peel Dufferin. Your dedication to the community and to your colleagues is priceless.



CANADIAN MENTAL HEALTH ASSOCIATION PEEL DUFFERIN

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Mental health for all