



Annual Report

2021-2022



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The Evolution of Tropicana: From Strategy to Action



Carol Comissiong,

CPA, CGA, MBA
President

It has been a challenging few years for many non-profit and charitable organizations. I'm pleased to report that Tropicana has not only weathered this tumultuous period, but has grown during it.

The 2021-2022 fiscal year was filled with change and transformation. We're on track with our 2022-2027 strategic plan, realizing progress on agency self-sufficiency, fostering an organizational culture of equality, empowerment, and overall operational excellence. We have also intensified our focus on partnerships.

As in previous years, our funding grew, which allowed us to increase the number of community programs. In addition, through our collaborative work with the Supporting Black Canadian Communities Initiative, we are honoured to steward funding to Black-led organizations across the country.

As a board, we made significant headway in transitioning from an operational and review board to a strategically engaged one, strengthening governance and increasing accountability at all levels.

Organizational culture has been a focal point for several years and in 2021-2022, we witnessed a profound shift towards a more collaborative environment. Change takes time. However, we are moving in the right direction and seeing vital progress.

As inflation increases, we know that Tropicana's services will be in greater demand. Making our holistic approach to mental health even more of a priority, and a key concern in the communities we serve.

These headwinds will demand that the Board continue to be laser focused on its 2022-2027 strategy—with a special attention on operational excellence, funding diversification, as well as collaboration and partnerships. While all these initiatives are vital, we must maintain our priority on our most important asset, our employees. The good news is that we are on the right track.

It has been a tremendous honour to serve as the President of Tropicana for the last four years. I am particularly proud of the work that our teams have done in transforming Tropicana, rising to the challenges, and emerging stronger.

I would like to give my thanks to all our employees, volunteers, the Board of Directors, members, partners, funders, and supporters. It is thanks to your dedication, commitment, and contributions that we have been able to emerge from recent challenges robustly poised to meet the years ahead.

Sincerely,

A handwritten signature in blue ink, reading 'Comissiong'.

Carol Comissiong, CPA, CGA, MBA
President

Poised for growth—a vision to expand our reach and impact



Raymund Guiste,
LL.M
Executive Director

It's been a challenging yet exhilarating year at Tropicana Community Services. One of the high points was when we refreshed our strategic plan for the next five years, revitalizing our vision and mission and expanding our strategic priorities. And so today, Tropicana is more ready than ever to be an agent of renewal to Toronto residents with programs and services that meet the needs of a community recovering from a pandemic and facing economic turmoil.

There has been some exciting work happening, and I want to acknowledge my Executive Team, because in reality, nothing happens at Tropicana without them and the teams they lead.

First, SBCCI. During the fiscal year, a major focus area was growing our network of grassroots NPO agencies across the country. Last year we opened a second national call for proposals which attracted 2,700 applications Canada-wide, which were assessed by our review and selection committee. It resulted in over \$20.2M being distributed in grants to 561 Black-led and serving grassroots agencies.

Last year we began transforming the digital infrastructure of our organization to better support our teams and clients and to drive the achievement of our strategic priorities.

I now want to touch on the PARRY program, a pilot program designed by Tropicana and funded by RBC. The pilot ran in parallel with existing legacy employment programs. It enhanced our pre-employment youth training by building their resiliency against anti-black racism—and allowed us to work with the businesses that employ our youth to dismantle systemic barriers within workplaces. The pilot's success demonstrated the need for such programming with 95% of youth reporting increased confidence confronting and addressing anti-black racism in the workplace and 100% of businesses reporting our Diversity Equity and Inclusive (DEI) workshop to be useful in their workplace and would recommend the session to others.

Working alongside this amazing group of people, without question, is the highlight of my professional career. They are a group of professionals at whom I continually marvel for their seemingly endless capacity for care towards others. Every day, they help raise our children, guide our youth, and provide vital financial support for those pursuing post-secondary education. They help prepare members of our community for their first job and their next job, they launch the careers of young people through our pre-apprenticeship program and when things go sideways along life's journey, our culturally appropriate counselling and mental health support team are there to help them pick up the pieces and get their lives back on track. They provide support to our senior citizens to help them stay connected to the community and to each other.

So even though there are still challenges ahead of us and hard work to be done, we are investing to prepare our organization to meet those challenges and take up those added responsibilities. So, I again invite you to join us on the journey towards a future of communities in which people have equal access to opportunities to reach their goals free from racial and systemic barriers.

Regards,

Raymund Guiste, LL.M
Executive Director

Strategic Plan 2022-2027

Vision

Communities in which all individuals have equal access to opportunities to reach their goals free from the impact of racial and systemic barriers.

Mission

Tropicana Community Services aims to provide: all people of Black, African, and Caribbean descent, newcomers, and individuals in need, of all ages, with solutions that lead to successful life outcomes.

We work to achieve this mission through culturally appropriate programs, including counselling, childcare, youth development, education, employment, family, seniors support, and other services.

Core Values

Integrity

To manage beyond compliance, proactively pursuing transparency, accountability, and best practices in our corporate actions to ensure alignment between activities, values, and stakeholder expectations.

Respect for the Individual

To show consideration for the individual; be respectful, fair, and sensitive in our dealings with each client, staff member, and volunteer.

Social Responsibility

To conduct organizational activities in a manner that contributes to the social good, does no individual harm and promotes trust in our brand.

Compassion and Client Focus

To ensure empathy underpins our motivation to serve those in need in ways that recognize and preserve their inherent dignity.

Guiding Principles

Culturally Appropriate Programs and Services

Designed with the Black community in mind but available to anyone in need.

Competence and Excellence

Competency and excellence in all aspects of our operations to ensure that our programs and services achieve the desired results and make efficient use of our resources.

Local Care and National Impact

Maintain local linkages and impact while expanding geographical reach.

Strategic Priorities

1. Agency Self-Sufficiency

Achieve self-sufficiency and diversification of funding sources to allow for self-direction to meet our mission.

Public-private social enterprise ventures will allow Tropicana Community Services to de-risk revenues and provide more flexibility to address current and emergent challenges, and future-proof funding for programs, services, and administration.

2. Collaboration and Partnership

Develop strategic partnerships and work with our communities and stakeholders to ensure programs meet the needs of those we serve.

3. New Innovative Programming

Develop new and innovative programs that provide root cause solutions and drive measurable impact.

4. Human Resources Optimization

Create an organizational culture that focuses on human equity, empowerment, and skills development to archive talent optimization and establish Tropicana Community Services as a preferred employment destination.

5. Enabling Technologies

Integrate technology and innovation into the foundation of Tropicana Community Services to enable and enhance program delivery through secure and reliable infrastructure.

6. Operational Excellence

Create an environment of continuous improvement.

Organizational Updates

Culturally Appropriate Counselling (CAC)

Who We Are

Through its various programs and services, the CAC department helps individuals learn about healthy relationships, increase their self-esteem and gain access to the mental health services they need.

The majority of our counselling clients are from the Black and Caribbean community and so are our counsellors. Interactions are therefore rooted in a culturally appropriate perspective. Client dialects, customs, references, and cultural norms may not be understood or comprehended

elsewhere, but Tropicana counsellors offer that awareness. Black, Caribbean, and African families are often referred to Tropicana both because of the long wait lists that are present in a mainstream setting and because of our organization's cultural expertise.

Clients and staff alike became well experienced interacting virtually as the COVID-19 pandemic continued its hold and work was conducted primarily from remote sites. Thankfully, with the support of partners such as the United Way and the Toronto Public Library, the program was able to source laptops for ten of our elder clients to facilitate their participation in our virtual sessions. With the use of telephone, text messaging, email and Cisco Webex, many clients were able to remain connected to services and each other.



The programs and services that we provide include:

Individual & Family Counselling—This program provides a safe and confidential space for individuals to work through their challenges by identifying aspects of their lives in need of change or exploring ways in which to cope with situations relating to: communication, emotional regulation, grief, self-esteem, homelessness, trauma and gender-based violence to name a few.

Violence Against Women Counselling—This program aims to increase the safety of women (and their dependents) by helping them to understand the nature of gender-based violence, their options and strategies in order that they live free of abuse.

Transitional Housing & Support—This program works to connect women (age 16+) with community resources and access to safe housing.

Enhanced Youth Outreach—This program aids youth (ages 12-25) better navigate and connect with support services.

Stop Now and Plan Black, African & Caribbean Kids (SNAP BACK)—This program supports Black, African and Caribbean families who are at risk of being in conflict with their school or community. Children, ages 6-11, learn how to regulate their emotions, maintain self-control and resolve problems while their parents or caregivers explore strategies to support and strengthen their relationship.

Together We Can—This program supported Black, African and Caribbean children and youth, ages 9-25, to make healthy and safe choices, increase resiliency and make progress toward goals relating to educational achievement, employment or entrepreneurship, civic engagement and leadership, and their cultural identity. Activities included group mentoring, educational workshops, cultural projects and the establishment of a Book Club.

START for Life Skills Training (Success Through ART® - Aggression Replacement Training®)—Tropicana facilitated three 10-week life-skills series that provided participants with instruction to enhance the social skills necessary for good interpersonal communication, anger, control and decision-making. Program activities included reflective discussions, role modelling and demonstrations.

Women Empowering Women Support Network—This program supports women (18+), particularly from the Black, African, and Caribbean community, to come together in a supportive manner and raise their awareness of issues, share information, learn, support and empower each other in an enriching environment.

Gentlemen's Forum – Leadership by Example

This program provides a space for men aged 18+, particularly from the Black, African, and Caribbean community, to share their experiences of gender relations, cultural identity and leadership. Through activities relating to Father's day and International Men's Day, participants discussed topics around life choices for health and well-being, improving gender and equity, promoting positive role modelling and parenting, contributions to the community, addressing anti-black racism and building community safety.

Caribbean Lime—This program is a mixed-gender group that provides psychosocial education, recreation and social activities and food or income security services for Black, African, and Caribbean seniors (age 50+). Activities aimed to improve networking and reduce barriers to resources by promoting mental health and wellness and social inclusion.

Who We Serve

Our CAC services are for children, youth, adults, and seniors of predominantly Black, African or Caribbean heritage. Our clients come from single- and dual-parent households, women experiencing domestic violence, high-risk youth, children identified as having anti-social or aggressive behaviour, persons involved with the criminal justice system and/or child welfare, immigrants and newcomers, persons experiencing homelessness, individuals in conflict and low-income earners.

“I really enjoy coming to these meetings. I actually changed another appointment so that I wouldn't miss this group. Thank you for making it so enjoyable and relaxing. I never feel as if I am being judged and everyone is so encouraging when giving feedback.”

— Anonymous
Women Empowering Women
Support Network Client

What Sets Us Apart

CAC provides ethno-specific and culturally, linguistically appropriate services that are not typically available in a mainstream setting. Tropicana specializes in the delivery of culturally appropriate programming designed with the Black, African, and Caribbean community in mind. This focus helps to address the impact of anti-black racism on racialized children, youth, adults, and seniors.

Community Impact

By offering a breath of services that meet the emotional, psychological, and social needs of clients, Tropicana has become an important part of the betterment of the community.

By the Numbers

- **1,257** individuals used Tropicana's counselling services, including **439** who participated in the **124** educational workshops.
- **188** women and **37** children were supported by the Violence Against Women Counselling.
- **32** applications were submitted for **44** women and their children to receive subsidized priority housing through our Transitional Housing & Support Services.
- **57** youth had improved pro-social opportunities that strengthened their conflict resolution skills, self-esteem and confidence, resilience, sense of identity, culture and belonging to their community due to our Enhanced Youth Outreach program.
- **40** new children were assisted as well as **64** from prior groups remained for ongoing help in the SNAP BACK program.
- **51** individuals attended START for Life. (ES and YJC)
- **82** youth were paired in **28** matches with caring adults for individual and group sessions as part of the Together We Can Youth Mentorship program.
- **114** women participated in Women Empowering Women Support Network activities including educational workshops, arts & crafts, and creative writing.
- **19** men participated in the Gentleman's Forum.
- **133** individuals participated in Caribbean Lime activities that included, a book club, Lime Time – discussion groups, bingo and holiday celebrations.

“I do not want to miss these sessions. They really help me. I get a lot out of counselling because it helps to stop me from stressing about what's going on. When I have a session I sit by the phone ready to begin.”

— Keith
Gentlemen's Forum – Leadership by Example Participant

Tropicana Employment Centre

Who We Are

Tropicana Employment Centre (TEC) helps prepare youth and adults to meet the challenges of an ever-changing job market. Since 1988, TEC has been providing employment services to the people living in our community. Our services have evolved over time to meet the changing needs of our clients and the environment including the offering of remote services throughout the pandemic. The programming at TEC includes:

Employment Services—A year-round program providing unemployed individuals access to resources including training workshops, one-on-one pre-employment counselling, and job placements. We offer a range of resources, support, and services to respond to specific career and employment needs of individuals and the skilled labour needs of employers.

Youth Job Connection—There are two components to this program:

Year-round—A year-round program providing intensive employment support for youth (aged 15-30) who are not employed or in school, or training, and experience multiple barriers to find full-time employment. Clients go through 60 hours of pre-employment training (to promote job readiness) and then work with a job developer to place them in jobs of their choice. Part of this is taking participants through job matching, reviewing options for paid job placements with placement support if needed. There are also hiring incentives for employers.

Summer and After School—Providing summer, part-time and after-school job opportunities to high school students facing life challenges, who may need support transitioning between school and work.

Pre-apprenticeship Program Autobody Damage Collision Repair

—Preparing youth (aged 18-30) for a career in Autobody and Collision Damage Repair. Participants learn introduction to the basics of auto body collision and automotive service technician trades and complete the Level 1 pre-apprenticeship course offered by Centennial College.

Canada-Ontario Job Grant—Providing direct financial support to individual employers or employer consortia who wish to purchase training for their employees. The goal of this program is to help employers invest in their workforce by sharing the cost of training, and ultimately to support job creation, increase job quality, and provide job advancement.

Second Career—Skills training for laid-off unemployed workers for which skills training is the most appropriate intervention to transition them into high-skill, high-demand occupations in the local labour market.

netWORKS Program—A mentorship program funded by United Way, it allows youth (aged 16-29) to develop professional networks and connects them with different professionals in their field of interest for guidance or employment.

PARRY (Pre-Employment Anti-Racism Resiliency Youth) Initiative

—In 2021, Tropicana launched a pilot program for the PARRY initiative, funded by RBC. The program expanded Tropicana's existing preemployment program for youth ages 16 to 29 years of age to include anti-black racism awareness training and extended to the employers we partner with.

The PARRY Initiative is tailored to the needs of multi-barrier youth living in the seven priority neighbourhoods in Scarborough and east North York. The program provides foundational information on race and racism, identifies and addresses the lived experiences of racialized youth, and equips them with workplace navigation tools and skills to succeed in increasing their psychological well-being and self-confidence. Tropicana's employment partners who hired youth in the program, also received equity leadership training to improve their diversity initiatives aiding in a betterment of their own recruitment, retention, and engagement, as well as providing equitable representation in their workplaces.

Who We Serve

The past two years have challenged Ontario's economic and employment landscape in unique and unprecedented ways. Through COVID-19, the disparity within our society and the needs in our communities, particularly for those furthest from the employment spectrum, have become more evident. The gaps in services and access to resources have become indisputable during this time of need. Prior to the pandemic, Ontario was experiencing a skills gap and labour shortage. COVID-19 has further exacerbated this as a growing number within the workforce is retiring early. However, this has also not translated into those furthest from the employment spectrum securing sustainable employment due to a large-scale skills mismatch. We have noted that the client group we serve have difficulty accessing employment opportunities in sectors such as retail, tourism and manufacturing. These are sectors that we, as service providers, have identified as having been widely impacted by the health and economic crises. Despite these challenges, at the end of the fiscal year, our statistics show that we have met and exceeded targets in key areas of our core measures.

TEC serves clients starting from age 15. There are both pre-employment programs, designed to serve students preparing for their first job and programs designed for adults that are shifting their career focus or reentering the job market.

What Sets Us Apart

In the 30+ years that TEC has been serving this community, we have focused our efforts on building strategic relationships. It is these relationships that set us apart because they help us reach people in the community who otherwise may not be able to access employment services and they allow us to find resources so that we can provide the wrap-around support that meet the unique needs of all of our clients. TEC is committed to serving a diverse community and providing clients with a culturally appropriate service. Our staff speak more than fifteen different languages. In addition to the work in helping clients to find jobs, TEC provides clients with support in getting training to upgrade their skills and reach their long-term employment and career goals.

Community Impact

Businesses such as Ingerv Cleaner Company, Pharma Medica Research, Youth Centre for Sports Development and QDR Entertainment provide many opportunities for clients during the year. Throughout the pandemic, the job development team at TEC has been focusing their efforts on building partnerships with employers in industries that have continued to thrive. These relationships have allowed many TEC clients to secure and maintain employment during this time of financial uncertainty.



“The client focus and attention that TEC provides contributed to my clients’ success. Many newcomers feel that it is hard to get employment but your direction helps them get on the right path. What I like about working with TEC is that they are there for the clients and they respond so quickly. This support makes it easy for them to achieve their goals.”

— Settlement Worker
Cross Cultural Services Community Partner

“I had an amazing experience with Tropicana. Zulekha Yusuf, the employment counselor has helped me throughout the process of getting into the at working skills program. It was a great opportunity for me because I wasn’t able to afford my education. Working skills made my life stress free. I am getting the education I always wanted. I got a lot of help in a lot of things like getting my funds and figuring out daycare for my daughter. This is a great opportunity for many people like me out there. I’m very thankful that these kinds of programs exist and that they help us get the education that we want to get.”

— Anonymous
Employment Services Program Client

By the Numbers

- **4,274 (up by 494 vs. last year)** clients were served by the Tropicana Employment Centre.
- **398 (down by 8 vs. last year)** workshops were facilitated.
- **3,029** individuals attended our workshops.
- **537 (up by 26 vs. last year)** clients obtained placement or employment (not including YJCS).
- **17** pre-apprenticeship clients were aided in finding placements in the auto-body industry.
- **115** students were assisted in finding summer employment opportunities.
- **21 (up by 13 vs. last year)** Canada-Ontario Job Grants applications were approved.
- **60% (down 6% vs. last year)** of our registered Employment Services and Youth Job Connection clients found employment.
- **26% (up 9% vs. last year)** of our registered Employment Services and Youth Job Connection clients were enrolled in education and training.

PARRY Initiative

- **93** participants completed the full training.
- **55%** of participants had experienced some form of racism within the workplace or when applying for jobs.
- **42%** of participants stated that these experiences of racism had discouraged them from applying to certain employment opportunities.
- **58%** of respondents reported that they were not comfortable addressing racism encountered in a workplace environment.
- **46%** of respondents felt that they did not have the adequate tools to address the racism they had experienced.
- **95%** of participants reported that they felt more confident in addressing racism after participating in the training.
- **98%** stated that the information in the module would help them navigate the workplace and life.

Youth Development & Education

Youth Development and Education (YDE) provides a variety of programming for children and youth which focuses on their academic skills, recreational interests, and life skills development. The goals of the department encompass fostering a safe and nurturing environment where participants can develop intellectually, morally, emotionally, and socially. YDE provides life skills and educational programming that reflect the evolving needs of the surrounding community.

In 2021-2022 YDE collaborated with three education partners (University of Toronto at Scarborough's Volunteer Network Program, Toronto Metropolitan University's [formerly Ryerson University] School of Social Work, and George Brown College) to secure volunteers and placement students to assist in YDE programming.

YDE hosted two Black Mental Health Week events, "Hear My Voice, Not My Behaviour" and "Breaking the Silence: What is Black Health."

Our programs continued to be affected in 2021-2022, due to the ongoing pandemic, but we were still able to offer the following:

- Increase Your Success
 - » Tutoring
 - » S.T.E.M.
 - » Coding Program
- Camp Tropicana
 - » April Break Camp (2021)
 - » Summer Camp (2021)
 - » March Break Camp (2022)
- Youth Development
 - » Defy Your Label
 - » Rise Above Youth (previously known as ManUp and Sister 2 Sister)
 - » Neighbourhood Pods Toronto (Pilot Program)

Who We Serve

YDE provides a variety of programs for children and youth aged 4-18. YDE is open to all youth in the community where it provides a stable environment for learning, growth, and personal development.

What Sets Us Apart

The goals of YDE are accomplished by developing ongoing partnerships with community schools, libraries, and local entrepreneurs. YDE's collaboration with parents, children, and youth are vital to the success of all participants and members of the wider community and ensure that the programs being provided by YDE are responsive to the needs of the community.

"The virtual programs were extremely fun and engaging; I learned new things every meeting and got a chance to speak my mind. I was always eager to attend meetings, and so I gladly kept attending during the winter, as well as signed up for the on-site program. This program made me feel welcomed and included, I never once felt judged while participating in its activities."

— Keerthy
Defy Your Label Participant



“The Rise Above program is a great idea for you to meet and greet, gain social skills, and to be a part of the community. It is also a great way to gain knowledge and broaden your abilities to talk about, listen and hear others’ input.”

— Maggie
Rise Above Youth Participant

By the Numbers

- **38** children and youth participants received holiday gifts from the Toronto Star Santa Claus Fund and the CHUM CP24 Christmas Toy Wish List.
- **49** participants attended events during Black History Month 2022 programming.
- **20** volunteers and 13 placement students assisted with programming throughout the 2021-2022 school year.
- **43** individuals attended Black Mental Health Week 2022 YDE events.



Tropicana Childcare

Who We Are

Tropicana's Childcare Centres provide culturally appropriate childcare with a focus on play-based programs that help children develop an ability to self-regulate, cope with challenges, adopt a positive and healthy perspective and build confidence. From two locations, both in the Toronto District School Board (TDSB) buildings (John McCrae Public School and McCowan Road Public School), the Centres have been serving the TDSB, Toronto Community Housing (TCHC), and the surrounding communities for 34 years.

Who We Serve

We care for children aged 3 months to 12 years, giving parents the opportunity to work or attend school. Many of the clients are residents of Toronto Community Housing, as both daycares are located near TCHC (Toronto Community Housing Corporation) buildings.

Community Impact

The Tropicana Daycare Centres provide a diverse, safe, and professional environment where parents can be assured that their children are receiving the highest level of care. We are committed to promoting a friendly environment, excellent care, and stimulating activities.

With its location close to the Toronto Community Housing Corporation community neighbourhood with young children, the program brought much-needed care as parents worked or attended school during uncertain times. We continued to provide continuous support to families from March 2021 to April 2022 during the pandemic following Toronto Public Health updated guidelines. During this time we have served more than 76 families—both new and returning clients.

Meeting the Challenges of the Pandemic

We had to restrategize our interactions and communication with the children, parents, and families. Providing innovative skills to meet their family's individual needs, supporting families with resources for physical and mental health needs. By meeting these individual needs, we were able to ensure they were building resilience during these difficult times. Our outdoor programming continued to be a critical part of the learning environment. As the pandemic is still with us, we are gradually moving toward pre-pandemic programming in a safer setting.

During July 2021-April 2022, the Children of Tomorrow Child Care Centres has provided support to eleven (11) students from Centennial College completing their practicum in the Toddler, Preschool and Kindergarten rooms.



“It was so comfortable leaving our daughter at your daycare when we needed it the most. We sincerely thank you and your team for all the help.”

— Narayan and Manisha
Daycare Parents

“As my daughter started preschool, nervousness set in for the both of us. Unsure she would adjust to a new setting, the supervisor Maltee welcomed her in and kept me informed of her daily routines, challenges that she faces and accomplishments. Secondly, the daycare performs great health, safety and hygiene practices. This assured me that her dietary needs were respected and being met. For a first-time mom, I felt at ease as she would be cared for. She has formed new relationships with her peers and built great connections with her teachers. As my daughter Genesis came into her new milestones, the daycare passed on helpful tips and guidelines to assist me with her transitions and prepare her for the next steps. We are truly grateful for their help and support and will miss all members of the staff when she graduates.”

— T. Campbell
Daycare Parent

By the Numbers

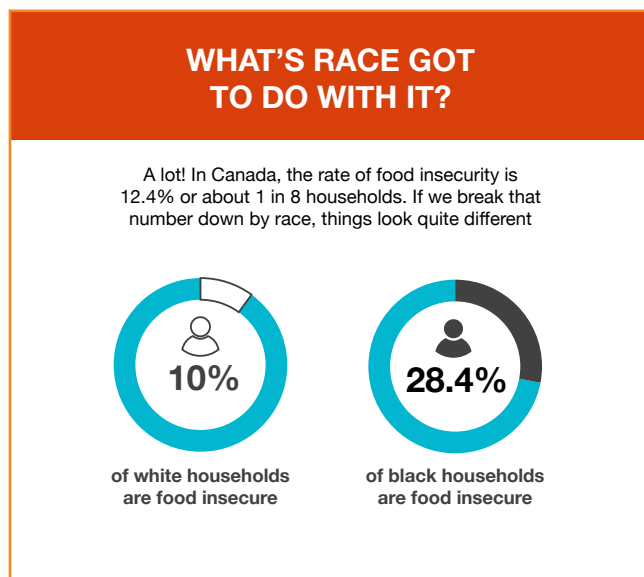
- Our daycares were able to **operate for the full 12 months** once again.
- At the end of the 2021-2022 fiscal year, we had **76 children enrolled (80% capacity/up by 27%)**.

Social Services

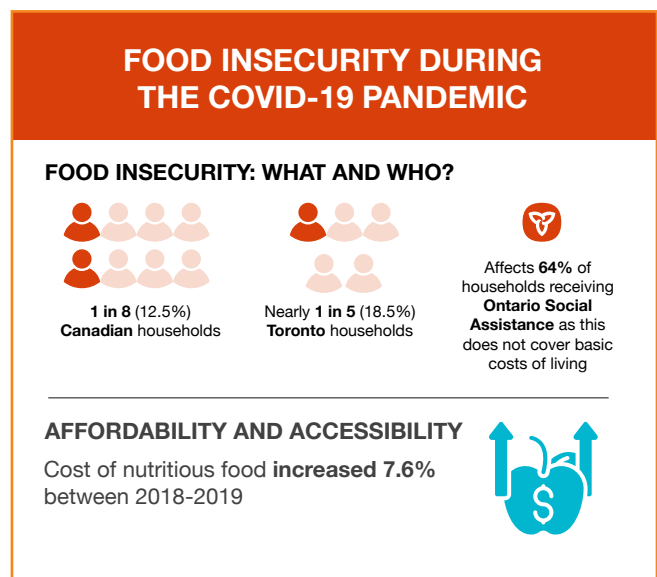
Harvest Share

The Tropicana Harvest Share program provides clients in need with supplemental groceries. Tropicana receives and then sorts donations from Whole Foods, Nando's, KFC, Fiera Foods, Red Lobster, B'nai B'rith Canada and other generous donors, and redistributes them to individuals and families facing food insecurity.

According to the Canada Community Health Survey (2019), conducted by Statistics Canada, Black Households are 3.56 times more likely to experience food insecurity than white households and 1.88 times more likely when adjusting for education, household makeup, income, province, and immigration.



Proof Food Insecurity Policy Research and Food Share, October 2019



Obstetrics and Gynaecology Temerty Faculty of Medicine, Food Insecurity Advocacy Committee, April 2020

Ricochet

Ricochet is a free service that provides gently used clothing for work and every day as well as household items to help those with limited income.

Tech4Transformation

Tech4Transformation is a program run in partnership with Green4Good, and CompuGen that addresses the need created by the digitalization of all things including education, and that was amplified by the pandemic. Its goal is to support children whose families cannot afford computers, software, and other digital tools that have become must-haves during the pandemic for their education.

By the Numbers

Harvest Share

- **147** families were served; with an additional **341** individuals receiving supplementary grocery items.
- **6,536** food hampers distributed.

Tech4Transformation

- **\$15,750** in monetary donations.
- **57** computers donated.



Community Engagement (previously Community Relations and Resource Development)

In addition to federal and provincial funding, Tropicana Community Services relies on the generosity of individuals, institutions, foundations, and corporations to fund its programs and enable the Tropicana Effect.

Our Community Engagement team is our front line workers in seeking and vetting new opportunities available for funding, donations, and community involvement.

Canadian Tire Black Employee Network

On December 16, 2021, ten Canadian Tire Black Employee Network (CTBEN) volunteers joined Tropicana employees for wrapping day. Not only did they assist us in wrapping gifts for Tropicana's families in need, they donated over 100 gifts and wrapping paper and supplies. We are grateful for the toys and wrapping paper and supplies, and thank the CTBEN volunteers for their time and generous spirit.

Funding Priority

Funding in 2021-2022 was prioritized for our Counselling department. We also focused on our social service programs Harvest Share and Tech4Transformation to assist with the pandemic's impact on clients. The need for food and the lack of electronic devices (phones, laptops, and computers) to access virtual classes, programs, and services were focal points to support our clients in need.

Third-Party Fundraising

The Momentum Ride

In 2021, Jeff Kansun completed his second Tropicana Community Services charity cycling fundraising ride. The four-day event ran from August 12 to 15 and participants cycled from Toronto to Collingwood, with a stopover in both Peterborough and Bracebridge. The participants raised over \$30,000 for our organization. We thank Jeff and his fellow riders for their efforts and generosity.

Sage Foundation

Monique Daniels is an employee of Sage, a business accounting software company. Sage gives employees five paid days every year to volunteer at a not-for-profit or charity of their choice. In 2021 they celebrated five years of the Sage Foundation being in existence, and offered employees like Monique a unique opportunity to use their volunteer days anywhere in the world, as long as they achieved a fundraising goal locally. Monique chose Tropicana as her local charity for her fundraising efforts, and spent a week volunteering abroad in Tanzania. As important and exciting as she found helping people in need in a faraway country, she also understood there are still real issues and challenges here at home to address. We thank Monique for raising funds to aid us in our efforts.

SBCCI (Supporting Black Canadian Communities Initiative)

The Supporting Black Canadian Communities Initiative (SBCCI) was created by the federal government through Employment and Social Development Canada (ESDC) to help increase the capacity of grassroots not-for-profit organizations serving Black communities in Canada. The grants are administered by three intermediary organizations (Black Business Initiative, Groupe 3737 and Tropicana Community Services) with the aim to increase the organizational capacity of the grantee organizations.

On November 23, 2020, the three intermediaries announced the launch of the SBCCI's call for proposals for capacity-building projects. Halifax's Black Business Initiative, Montréal-based Groupe 3737, and Toronto's

Tropicana Community Services were commissioned to administer the SBCCI capacity-building fund in Canada. Information sessions for interested organizations were held with all three intermediaries. In 2021, Africa Centre was added as an additional intermediary to support the great impact of this initiative.

For the second call for proposals closing on November 23, 2021, between the four intermediaries, we received over 2,700 applications Canada-wide for this multi-category funding program. Tropicana Community Services allocated funding to Black-led not-for-profit organizations from coast to coast to coast a total of 180 projects for Black-led not-for-profit recipients who applied for funding for capacity-building projects. These projects were selected by an independent grant review committee.

As of March 31, 2022, Tropicana has funded **180 projects** representing a **total of \$5,773,467**.

Intermediaries	Total number of sub-agreements first CFP	Total funding to sub-agreements first CFP	Number of sub-agreements second CFP - initial investment	Funding to sub-agreements second CFP - initial investment	Total number of sub-agreements both CFPs (as of Feb 2022)	Total funding to sub-agreements both CFPs (as of Feb 2022)
Tropicana	108	\$3,343,182	37	\$1,314,557	145	\$4,657,739
Black Business Initiative	129	\$4,521,682	83	\$2,664,900	212	\$7,186,582
Groupe 3737	163	\$6,780,000	23	\$1,006,850	186	\$7,786,850
Black Business Initiative			18	\$656,445	18	\$656,445
Total Program Investment	400	\$14,644,864	161	\$5,642,752	561	\$20,287,615



The Tropicana Effect

Food & Toy Drive

The Food & Toy Drive has become a staple in the lives of Tropicana clients. Individuals can participate in the program by adopting families or donating non-perishable food items, gift certificates, toys, clothes, age-appropriate gifts for our younger clients, or cash.

By the Numbers

- **9** families, with a total of **24** children, benefited from the Toronto Star Santa Claus Fund.
- **65** families (**169** children) received toys from the CP24 CHUM Christmas Wish.
- **18** families were selected to be sponsored (and received gifts in time for Christmas).
- Canadian Tire generously donated over 100 gifts as well as wrapping supplies and joined us to help wrap gifts.

“Dear Food & Toy Drive Donors, thank you for your donation. It really made a difference for my children and I. Thanks to you, my children will have more than one gift each to open this year instead of sharing. Like most people this year it really hit us hard. As a single parent raising three children and being home with them for online schooling, it really puts a financial restraint in providing the best for them. Your donation is a blessing in disguise. Thanks to your support, my children will be able to open presents and not have to worry about not having food. Thank you again for your support for my children and myself!”

— Paulette
Food & Toy Drive Recipient

Community Support Initiatives

PPE (Personal Protective Equipment)

Tropicana Community continued with efforts to maintaining a safe and healthy community by assisting with the distribution of personal protective equipment (PPE) supplies to the community. These were approximately **1,800 face masks, 1,000 hand sanitizers, over 500 care packages, and various healthcare packages**. This was achieved thanks to the generosity, donations, and volunteer efforts of Councillor Cynthia Lai, MP Shaun Chen, Scarborough Business Association and Global Medics.

Vaccination Clinics

Tropicana had a wonderful opportunity to partner with Scarborough Health Network (SHN) and the Scarborough Business Association. To help reduce the number of COVID-19 cases and effectively address the issues around vaccine trust and confidence within Black communities, Tropicana opened its doors to the community and became a vaccination site. We also held two information webinars that addressed vaccine hesitancy, and the community was able to ask questions and deal with doubts in a safe and unbiased environment. Dr. Allen Upton from Sick Kids Hospital and Michele James, VP, Scarborough Health Network were guest speakers.

In March 2021 and into the 2021-2022 fiscal year, Tropicana worked collaboratively in the community in partnership with NSVET and SHN to educate the community and with popup vaccination clinics hosted at our head office. This included:

- Outreach at:
 - » Malls in the North Scarborough areas
 - » Homes, door to door communications
 - » Libraries

- » Schools
 - » Churches, synagogues, and mosques
 - » Shelters
 - » Other partner community agencies
 - » Business information
- Cold calling of clients in the area

As well as hosting clinics on:

- May 1, 2021 - Vaccinated 762 Clients
- May 22, 2021 - Vaccinated 860 Clients
- June 19, 2021 - Vaccinated 978 Clients
- July 10, 2021 - Vaccinated 1020 Clients
- August 14, 2021 - Vaccinated 1100 Clients
- July 10, 2021 - Vaccinated 1020 Clients
- February 26, 2022 - Vaccinated 50 clients
- March 26, 2022 - Vaccinated 40 clients

A total of 5,118 individuals received vaccinations at Tropicana popup clinics.

Amazon Donations

In April of 2021, we received our first shipment of Amazon donations to Tropicana Harvest Share Program. The second donation was then provided in January of 2022 with a total of ten skids of donated items which included laundry detergent, cleaning supplies, skin care, hair products, electronics, baby wipes and more. This great and large donation by Amazon contributed to alleviating the hardship in many households by providing Tropicana with several pallets of diverse articles and products. **We were able to assist 300 families with these donations.**

Back-to-School Backpacks

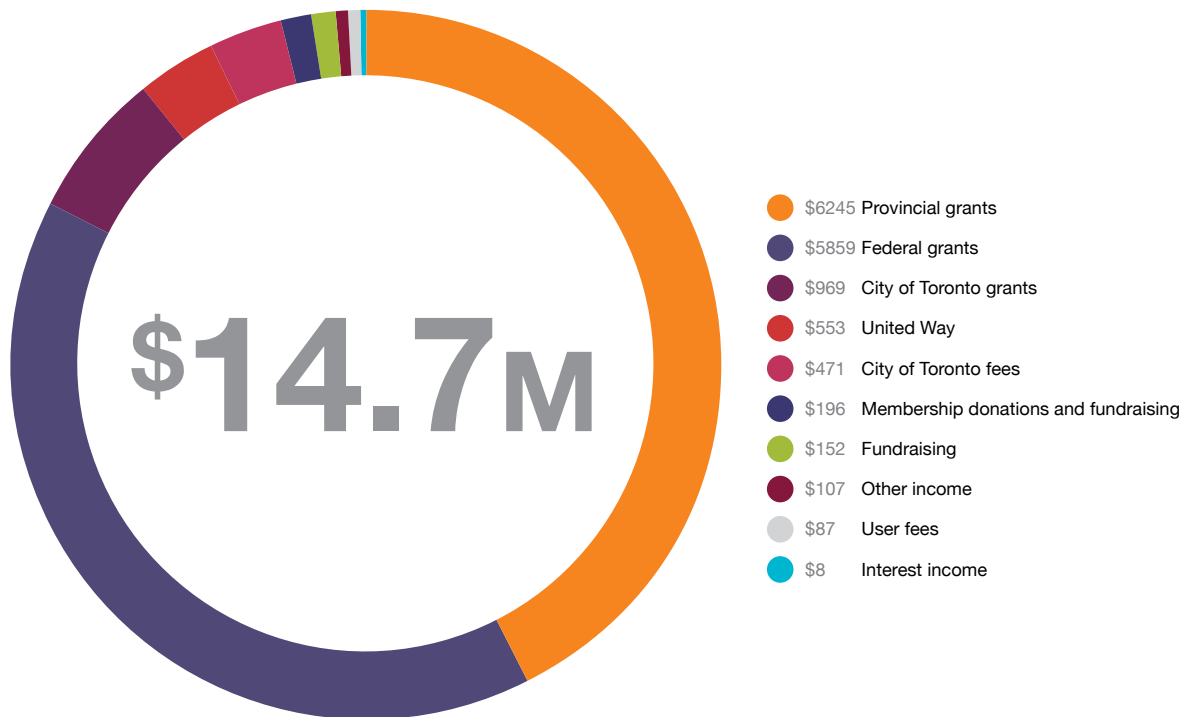
Through the support of TELUS Community Ambassadors, Tropicana distributed **100 backpacks filled with back-to-school supplies** to students in need. The backpacks included pens, pencils, erasers, rulers, crayons, exercise books and paper.



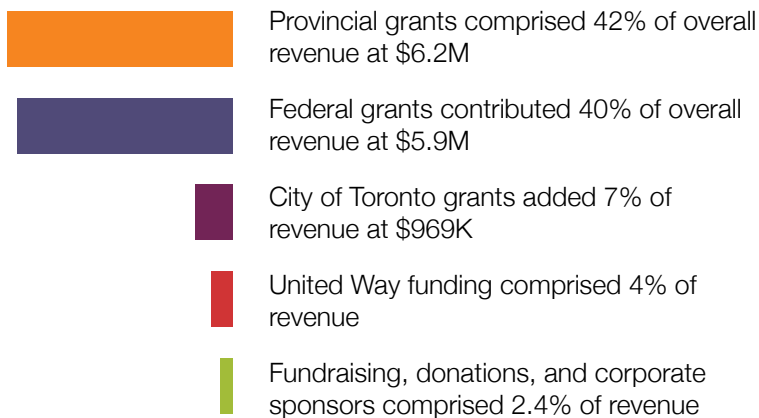
Financial Reports

Financial Performance 2021-2022

Revenue by category in 000's.

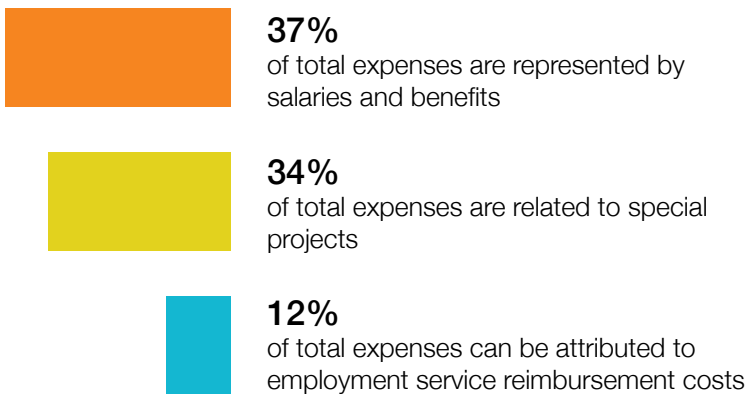
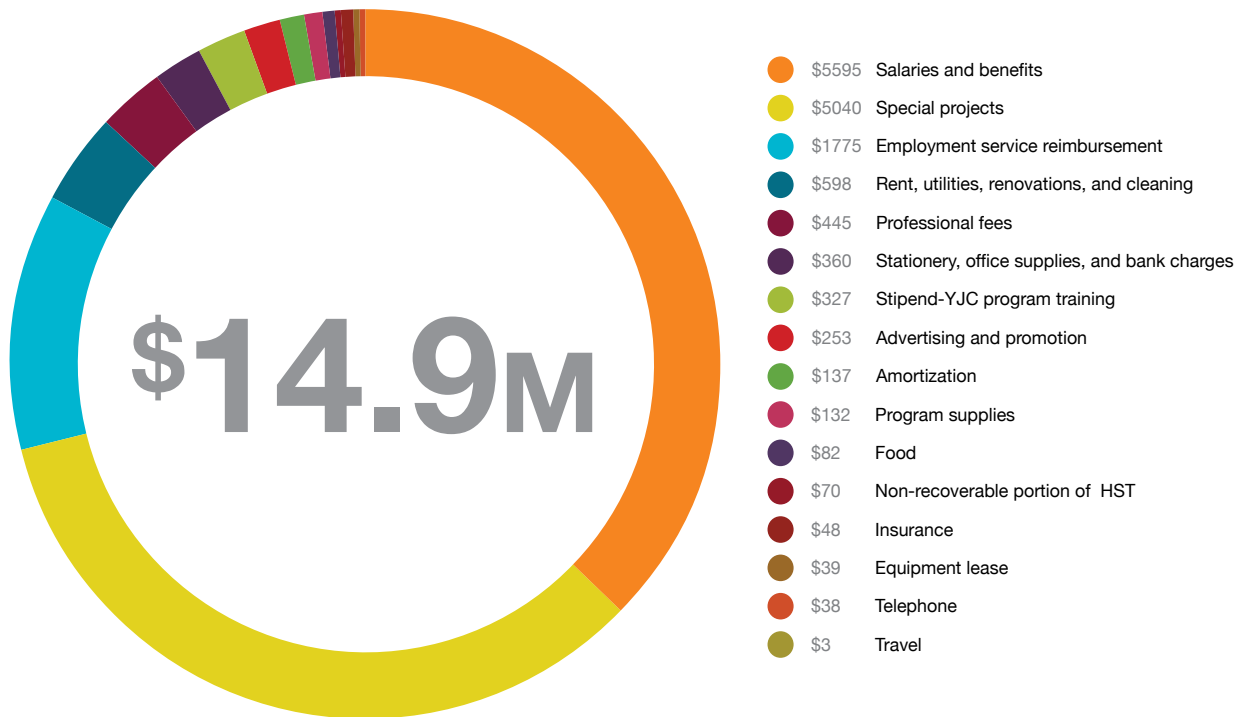


Revenue of \$14.7M



Financial Performance 2021-2022

Expenses by category in 000's.



Treasurer's Report

Mo Lewis CPA—Treasurer

Responsibility for the integrity of the financial information presented in the financial statements rests with the management of Tropicana Community Services.

The results have been prepared in accordance with accounting principles generally accepted in Canada.

Accountability to Members and Funders

In accordance with Tropicana's by-laws, Deloitte LLP an independent registered public accounting firm, was selected to be Tropicana's auditor with the endorsement of the Audit Committee and the Board of Directors.

Business Controls

Tropicana maintains rigorous internal controls which are supported and monitored through the oversight of the Finance, Audit and Risk (FAR) Committee. The committee's role is to assist the Board by providing oversight and assurance regarding the integrity and reliability of the financial statements. The FAR committee is comprised mainly of volunteers from the community, Tropicana's Executive Director, the Chief Financial Officer and two Board members.

Another key role of the Finance, Audit and Risk Committee is helping to identify and assess risks and other potential exposures, reviewing the organization's annual business plan and reviewing results compared to plan on a regular basis through dialogue with senior management. Some examples include the development of a company risk register that will be subject to review and monitoring by the committee, review of company investment policies and providing input regarding pay equity. Tropicana manages financial risk by assessing funding sources, operating expenses and capital requirements to ensure there is adequate cash reserves to support ongoing operations.

Tropicana continues to service its long-term mortgage loan in the ordinary course of operations.

Tropicana ended the year with an operating deficit of -\$243,673 compared to last year's surplus of \$1,261,728. It should be noted that the organization benefitted from \$1,285,096 from the Canada Emergency Wage Subsidy in 2021.

Revenue increased in 2022 by \$4,041,043 driven mainly by \$4,599,180 from the Federal Government's Supporting Black Canadian Communities Initiative (SBCCI), \$311,515 increase from the Provincial Government and \$245,729 increase in daycare support from the City of Toronto. Those increases were offset by slight changes in other funding sources.

Tropicana continues to maintain a strong balance sheet, year-over-year, with no issues in meeting its obligations. The increase in amount due from funders of \$1,532,881, mainly \$1,106,886 relates to amounts committed to beneficiaries of the SBCCI grant program. There is a similar amount included in accounts payable and accrued liabilities. Otherwise the balance sheet is comparable to last year.

Tropicana's past three fiscal years highlighted below in 000's

Year	2022	2021	2020
Revenue	\$14,698	\$10,657	\$8,678
Surplus	(\$244)	\$1,262	\$85.7

We continue to operate in a fiscally prudent manner, while improving productivity and efficiency. Strong financial oversight and responsible stewardship continue to be priorities to ensure we are in a strong position today and achieve the sustainability, viability, continuity, and the ability to react to the challenges and opportunities the future may hold.

Thanks

I would like to thank the FAR Committee for their support, guidance, and direction during the year. I also extend my gratitude to Tropicana's staff, the Executive Director, and the Chief Financial Officer for their dedication during the challenges of the last year. The team's hard work and diligence have led to another successful year in the organization's financial results.

Thank you also to our external auditors, Deloitte LLP, for the successful completion of our annual external audit.

Thank You to Our Donors

The funder, sponsor, and donor lists that follow represents supporters who contributed financially or in-kind to Tropicana Community Services Organization between April 1, 2021 and March 31, 2022. We thank all of our loyal supporters for aiding us aid those in need.

We have carefully reviewed the names that are listed, however, if you find an error or omission, please accept our apologies and contact us at marketing@tropicanacommunity.org so that we may correct our records.

Funders

City of Toronto—Children's Services

City of Toronto—Community & Neighbourhood Services

Employment Ontario

Government of Canada—Employment and Social
Development Canada—Federal Government of Canada

Government of Canada—Federal Government of
Canada

Government of Canada—Ministry of Children,
Community and Social Services

Government of Canada—Ministry of Children and Youth
Services (MCYS)

Government of Ontario—Minister of Labour, Training
and Skills Development

Government of Ontario—Ministry of Advanced
Education and Skills Development (MAESD)

Strides Toronto

United Way of Greater Toronto



Corporate/Business Sponsors and Donors

2539356 Ontario Inc. o/a MaidPro Thornhill

Alam Law Office Professional Corporation

Barry's Bootcamp Canada Inc

Black Solidarity Fund

Byrne & Wright Inc.

Canadian Woman's Foundation

CarStar Canada APV LP

Chisholm Thomson Family Foundation

Chum Charitable Foundation

City of Toronto - Children's Services

Dream Asset Management Corp

Employing Young Talent Incentive (EYTI)

Employment Ontario

Enterprise Holdings - ERAC Canada Foundation
Group CD99

Evans Development Corp.

Globe and Mail

Hirsh + Associates

Human Capital Benefits Inc.

IWA Spa

Kinross Gold Corporation

Landy Marr Kats LLP

Link to Life Seminars Inc.

Little River Inc. o/a The Real Jerk (Beaches)

LKQ Canada Auto Parts Inc.

Ministry of Advanced Education and Skills
Development (MAESD)

Ministry of Children and Youth Services (MCYS)

Ministry of Community and Social Services (MCSS)

Mondelēz International

Municipal Retirees Organization Ontario (MROO)

Olympic Dust Control

Procter & Gamble

Proforma Promotional Products Canada

Redberry Crown Restaurant LP o/a Burger King #01024

Redberry Franchising Corp. (709)

Redberry Franchising Corp. o/a Burger King (12988)

Royal Bank of Canada

Saad Baig Inc.

Second Harvest

Sephora Beauty

Sweet Fuh So Ice Cream

Talbot Street Developments Inc

TD Canada Trust

The Lakeside Church Ministries

Toronto Foundation

Toronto Police Services

Toronto Star Newspaper Limited

Uplift All Fitness Inc.

Vancouver Foundation/Starbucks Foundation Charitable

Wendy's International

Woodcliffe Landmark Properties

Wortzman Medical

Donors

Aaron Kennedy	Cameron Hourd	Diane Patricia Wilson	Hanbo Xiao
Adam Dean	Camille Vaughan	Dina Bilenkis	Hector H. Roach
Adam Henry	Carla Peters	Doris Pillon	Helga Teitsson
Akilah Hamilton	Carlex Abrams	Douglas Goss	Hilary Mighton
Alex Gunaseelan	Carmen James-Henry	Dr. Gervan Fearon	Hope Lazarus
Alexander Medina	Carol Beswick	Dr. Winsome Smith	Hubert Bridgewater
Alice Bhyat	Catherine Chan	Eardley Defreitas	Hyacinth Grant
Alison de Villiers	Cecil King	Ed Lachance	Ingrid Daniel
Andrea Panditharatne	Chantel Gaspard	Elena Koutlemanis	Isabel Massey
Andrew Friedenthal	Charles Harpur	Elfreda Lau	Jacqueline Ellis
Anika Holder	Charles Rosenberg	Elmosa Defreitas	James McCarney
Anita Klimczyk	Che Emmanuel	Emil Boychuk	Jean Brown
Anthony Brown	Christine Atkins	Emmeline McLennon	Jean Chambers
Anthony Fusco	Coby Verschuren	Eric Steen	Jeff Krahenbill
Antoinette Ross	Cole Archer	Estee Garfin	Jeff Kunsun
Arlene Melhado	Courteney Harriott	Eulan O'Connor	Jenny Phan
Arshia Nazem	Courtney Potts	Eunice Graham	Jermain Maxwell
Athaina Makar	Craig Eaton	Eve Lewis	Joan Henry
Ayrton Dick	Cynthia Zaharia	Fay Neil	Jordyn Klammer
Becca Brown	Dale Hajdu	Georgia Kiroff	Joshua Levine
Beulah Stewart	Daphne Burke	Gina Roman	Joy Senior
Billal Qureshi	David Berube	Gloria Russell	Joycelyn Adams
Bob Weir	David Donaldson	Golda Inniss	JP Marchello
Brad Abbott	David Makar	Grace Evans	Jules Goss
Brandon Sewell	David Mills	Guillermo Desimoni	Julia Smith
Brent Graham	Derek DeSa	Gwen Northwood	Julian Carreiro-Santibanez
Brett Taggart	Desmond Pouyat	Gwendolyn Campbell	Karen Moore
Brian Cowie	Diana Drepaul	Haley Mann	Karen Mosewich

Donors

Keanne Chanelle Malcolm	McCormick Canada	Patricia Ford	Sarah Uffelmann
Keith Moore	McKay Brown	Patrick Barry	Satchel French
Kelly Marshall	Mei Li	Paul Leithwood	Scott Fisher
Kenneth Mok	Melissa Kondell	Paula Morrison	Sean Agostini
Kevin Brock	Melissa Pietroforte	Pauline Wisdom-Gilliam	Sébastien Boulanger
Kevin Beattie	Merlyn Elbourne James	Proof Strategies Inc	Shaina Riley
Kevin Browne	Michael Torkos	R Frederick Uffelmann	Shanesse Mair
Kevin White	Michael Goss	Radiant Sole	Shauna Archibald
Lara Vekil	Michael Thalassinios	Raymund Guiste	Silverware POS
Lauren Straw	Michelle Reid	Reid McGregor	Srividya Krishnan
Lawrence Cumber	Michelle Heerdegen	Reid, Michelle	Steve Hilditch
Leila Bridgewater	Michelle Hughes	Rob Pietroforte	Steve Danyluk
Len Jones	Migdalia Jones de Perez	Robert Ian Brown	Tania Reid
Leslie Patrick	Mike Emprey	Robyn Beattie	Thora H.Espinet
Liiban Hersi	Mohammed Zahor	Rohan Morgan	Timothy Moore
Lisa Olay	Mohammed Abu-shawar	Rosamond Waithe	Tracey Grant
Liz Lindsay	Monica Taitt	Roselyn Springer	Trisha Archer
Lori younder	Morris Kansun	Ross Atkins	Twiggy Cowie
Lucky Thalassinios	Myrna Diaz	Roz Nella	Ullanda Niel
Marc Tremblay	Nadeem Abji	Ruth Armstrong	Vikram Nair
Marguerite Alfred	Nastaran Jami	Sabrina Razzaq	Vincent Boutet
Maria Smart-deFour	Nastasha Archer	Sam Hirst	Vivian Waithe
Marisa Renaud	Neville Morrison	Samuel Harris	Voula Thalassinios
Mark Lloyd Serdenia	Nicole Koutlemanis	Samuel Springer	Ward Pitfield
Mary Kershaw	Nik Paukkunen	Sandra Belik	Wendy Brathwaite
Mary Garber	Noreen D'Andrade	Sara lyn Miniaci-Coxhead	Yanwen Zhou
Mathew Hider	Olivia Iaconetti	Sara Schleien	
Mathias Ambrose	Patrice Corneau	Sarah Wool-Smith	

The People that Make the Tropicana Effect Happen

Board of Directors



Carol Comissiong,
CPA, CGA, MBA
President



Anthony Grey,
MBA
Vice-President



Alice Bhyat,
Ed. D
Secretary



Maurice (Mo) Lewis
CPA, CA
Acting Treasurer



Maurice D. A. Ford,
MES, M.Sc. Cert.
Med., Q. Med,
WFA, RP, OCT
Director



Sudha Datta,
CPA
Director



Ayodele (Ayo) George,
Director



Colin Heron,
Youth Director



Nicole Fernandes,
CHRL
Director



Chris Pryce,
B.A., B.P.E.
Director



Colleen Vandeyck,
MBA, CHRP, PMP
Director



Raymund Guiste,
LL.M
Executive Director

Executive Team

Raymund Guiste, Executive Director

Andrea Bryan, Head, Legacy Program Operations Enhancement

Karen Soltau, Head, People Operations

Migdalia Jones, Head, Community Engagement & Project Development

Nimo Abdulkadir, Director, Employment Programs

Olumuyiwa Oluwatayo, Head, Information Technology

Management Team

Cathy Providence, Manager, Culturally Appropriate Counselling (CAC)

Amanda Bridgelal, Manager Youth Development & Education

Maltee Ramkissoon, Supervisor Tropicana Daycare Centres (Infant/Toddler/Preschool)

Miranda Fray, Manager, Employment Programs

Nicola Greenland, Supervisor Tropicana Daycare Centres (Preschool/School age)

Committees

In July 2021, the Board of Directors voted to reform Tropicana's governance and committee structure and transition to a Policy Board governance model and the following committee framework.

Executive Committee

Mandate: Address issues that arise between board meetings.

Consists of President (Chair), VP, Treasurer and Secretary.

Ex Officio Staff: ED

Internal Affairs

Mandate: All internal strategic and policy matters related to finance, human resources, IT and facilities.

Ex officio staff: ED or designate(s): (i.e., CFO and HR Head)

External Affairs

Mandate: All external strategic and policy matters related to fundraising, public relations, and marketing and programs

Ex officio staff: ED or designate(s): (i.e., Business Development/Marketing Head)

Governance Committee

Mandate: Health and functioning of the Board, ensuring the effectiveness of the current Board and recruiting new Board members.

Conducts orientation, produces Board materials, and evaluates the performance of the Board itself.

Ex officio staff: ED

Placement Students

Culturally Appropriate Counselling (CAC)

Marissa Rampersad	York University
Mhonique James	York University
Kassandra Ramos	York University
Lee Maillard	York University

Youth Education and Development

Sarbjit Kaur J	Centennial College
Kalaichelvi Anantharajah	Centennial College
Khatun Marzina	Centennial College
Laxmi Ghimire	Centennial College
Lilian Guedes de Assis	Centennial College
Mansha Go	Centennial College
Shehla Saleh	Centennial College
Saba Gulsam	Centennial College
Atiqaghassar Ghaffar	Centennial College
Rabeya Khatun	Centennial College
Keneisha Charles	Centennial College
Joel Maneno	Centennial College
Cindy Nathalie Wynne	Centennial College
Reuelle Joshua Quintero	Centennial College
Zoe Barnes	Centennial College
John D'Couto	Centennial College
Ledya Elyas	Centennial College

Tropicana Employment Centre

Love Owusuaa	Seneca College
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Community Engagement - Harvest Share / Ricochet

Dhivya Sivakumar	George Brown College
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Information & Technology

Omotomilola (Tomi), Abiodun	TriOS College
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Long-Term Employee Service Awardees

Through the years, your talents and efforts have helped our success. Together, we take pride in your accomplishments and your commitment to excellence. Congratulations!

30 Years of Service

Sandra Hunter

10 Years of Service

Shipra Rani Bhowmick

Jo-Anne Henderson

5 Years of Service

Shahina Akter

Masooda Amini

Scholarship Recipients

Robert K. Brown Scholarship

The Robert K. Brown scholarship was launched on May 6, 2000 as part of Tropicana's 20th Anniversary celebrations. Throughout its history, Tropicana has been a catalyst for human and social development. The scholarship supports those who have made a commitment to the betterment of the community at large.



Quincy Chiamaka Okafor,

York University

Studying psychology and plans to attend medical school after, for a PHD in psychiatry.

"Winning this scholarship is not just a win for me, but it is a large triumph for my mother and family. Winning this scholarship means moving one step closer to financing my academic dreams and changing the world one black community at a time. It means a new door has been opened in the long journey of my life and educational prowess."



Tiara Suluma,

York University

Communications and Media

"This scholarship means everything to me! It's been really hard for me and my family for the past couple of years especially towards the goal of post-secondary education. This will absolutely help my payments for school and invest in my future."

Dr. Gervan Fearon Graduate Studies Scholarship

The Dr. Gervan Fearon Scholarship was launched in 2017 for students pursuing a postgraduate degree. Dr. Fearon is an advocate for post-secondary education, and in particular graduate studies, because of the need for research and action plans aimed at addressing opportunities and challenges that currently face our communities. He believes that through education and research, opportunities can be created and nurtured for the betterment of individuals, communities, and society.



Raile Baya-Khenti,
Munk School of Global Affairs and Public Policy
Master of Global Affairs

“Winning The Dr. Gervan Fearon award (a scholarship from a Black Canadian organization) has a special meaning for me as a Black Canadian woman. I am inspired to redouble my academic efforts given the confidence of my community.”



Stefan Thomas,
Ontario Institute for Studies in Education (OISE) of the University of Toronto
Master of Education

“It is an honour to be selected as the recipient for the Dr. Gervan Fearon Scholarship. This scholarship means a lot to me because it embodies the values that I have and the legacy I desire to leave within the higher education sector. I am confident that this scholarship will aid me as I continue working towards fostering an inclusive space in high education and further supporting the enhancement of academic success for students within the black community.”

Kinross Gold Corporation Scholarship

Kinross Gold Corporation partnered with Tropicana Community Services in launching this new undergrad STEM or Business program scholarship for persons of African or Caribbean heritage. The Kinross Gold Corporation is a Canadian-based senior gold mining company founded in 1993 and headquartered in Toronto with approximately 9000 employees. Kinross currently operates eight active gold mines located in Brazil, Ghana, Mauritania, Russia and the United States.



Whitney Onoberhie,
Western University
Science

"I am ever so grateful to be considered for this scholarship fund. It will go a long way to keeping me motivated to do more and give more to my community and studies. I appreciate the Tropicana community for investing in my education and in me as an individual. Thank you so much for your generosity."



Ty Tshiamala,
Toronto Metropolitan University (formerly Ryerson University)
Computer Engineering

"This Kinross Gold Corporation Scholarship means a great deal to me. This scholarship will propel me to further my education in order to become someone great the world can be proud of. Thank you to the scholarship committee and to Kinross Gold Corporation!"

Janine Williams Memorial Scholarship

The Janine Williams Scholarship was created in 2008 to honour past Tropicana President Ashworth Williams' daughter Janine Williams who passed away in 2007. Through this scholarship, her family looks to keep her memory and spirit alive by helping others as she did. The scholarship is for students pursuing a post-secondary or postgraduate education.



Ariana Reid,
Trent University
Biomedical Science

“Being awarded this scholarship is not just about money, but a representation of the potential seen in me. It also proves that there is help out there for Black Canadian students like myself. Thank you to the family of Janine Williams and the Tropicana Community.”



Tashani Parker,
University of Toronto
School of Graduate Studies - Public Health Sciences

“I am honoured to have been selected as the recipient of the Janine Williams Memorial Scholarship. As I pursue my Doctor of Public Health at the University of Toronto with a focus on improving health outcomes for Black communities, I’m excited to conduct research and highlight the experiences of individuals who look like Janine and her family. The opportunity to conduct research to address disparities and eliminate inequities is a longstanding dream of mine.”



Yasmeen Howell,
University of Toronto
Psychology

“I hope that this success is a step in the right direction and an indicator of the path my future is on.”

Dr. Winsome E. Smith Scholarship

The Dr. Winsome E. Smith Health Sciences Scholarship is for students pursuing a degree in dentistry, medicine or bioscience. Dr. Smith obtained all her education thanks to Canadian scholarships and is a firm believer that Canadian society can benefit from more Black professionals, whose practice will address the challenges and needs of the Black community.



Kiarra Kelly,
University of British Columbia
Kinesiology

“I would like to thank Tropicana for awarding me the Dr. Winsome E. Smith Scholarship. Winning this award brings me closer to making my dreams a reality as it will support me in my post-secondary endeavours and on my path to being a positive leader in my community.”



Shadia Adekunte,
University of Toronto
School of Medicine

“Winning this award means a lot to me and has helped empower me to continue making a change in my community. I am incredibly grateful and honoured. Thank you!”



Main Office

1385 Huntingwood Drive
Scarborough, ON M1S 3J1
Tel: 416.439.9009
Fax: 416.439.2414

Tropicana Employment Centre

505 Consumers Rd., Suite 102
North York, ON M2J 4V8
Tel: 416.491.7000
Fax: 416.491.4669

Tropicana Daycare Centre / Preschool & School Age

431 McCowan Road
Scarborough, ON M1J 1J1
Tel: 416.261.9893
Fax: 416.261.6236

Tropicana Daycare Centre / Infant, Toddler & Pre-School

425 McCowan Road
Scarborough, ON M1J 1J1
Tel: 416.269.7093
Fax: 416.269.4874

www.tropicanacommunity.org