

Data for Change

Capacity Building Learning Series

*Get Ready, Get Set, Practice
Together Data Collection!*

Wednesday May 28th, 2025
1:30pm-3:30pm

Presented by: Council of Agencies
Serving South Asians (CASSA)



In Partnership With:



Supported by:



Agenda

- 1. Land Acknowledgement**
- 1. Welcome and Overview of Data for Change Project**
- 1. Introduction of CASSA**
- 1. Co-Developing Community of Practice?**
- 1. Fireside Chat**
- 1. Fireside Q&A**
- 1. Break**
- 1. SHIP + Q&A**
- 2. Logical Outcomes + Q&A**
- 3. Close out**

Project Objective

To test SID collection with more service-users to better understand how to **best support agencies** in:

- a) collecting socio-demographic data
- b) using the data to advance better outcomes for equity-deserving communities
- c) socializing the collection methodology & use of tools across the community social services sector

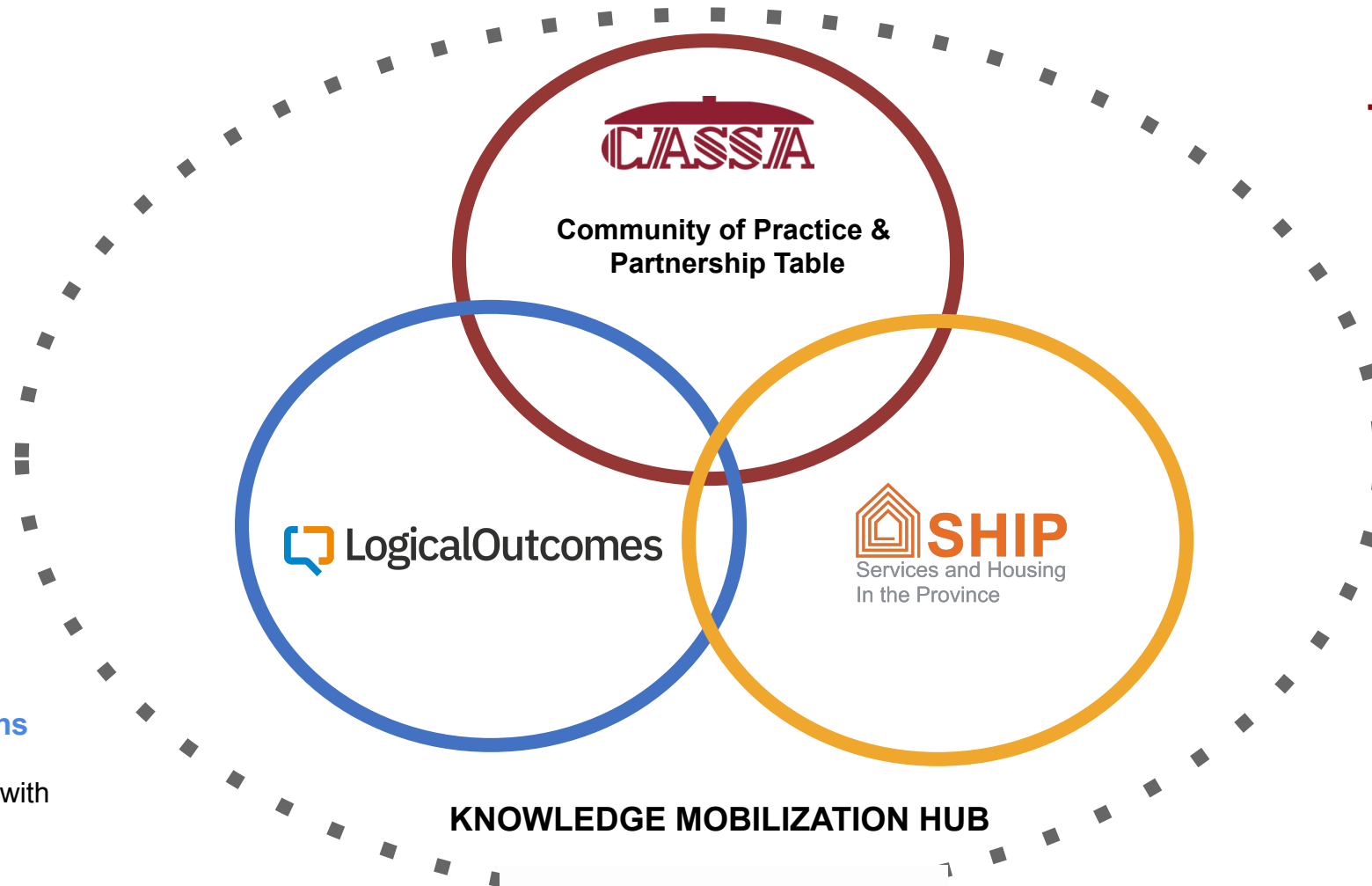
Data for Change Project Model

→ Knowledge Mobilization Hub

- Project Logistics
- Partner Convening
- Host Knowledge Mobilization Online Hub

→ Capacity Building Sessions

- Facilitate capacity building sessions to support agencies with data collection & responsible usage

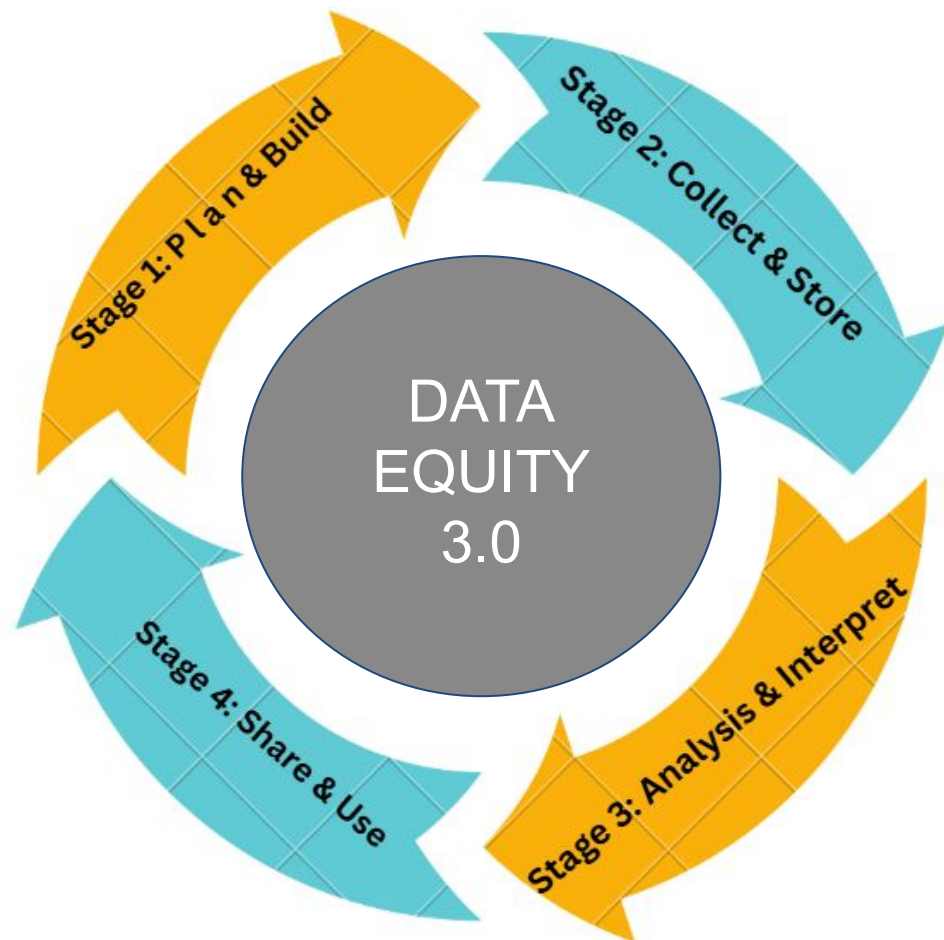


→ Community of Practice & Partnership Table

- Partnership Table support & participate in project implementation
- Community of Practice features a panelist discussion & peer support network for agencies

→ Capacity Building Sessions

- Facilitate capacity building sessions to support agencies with data collection & responsible usage



STAGE ONE: PLAN & BUILD

April: Organizational Readiness



May: Foundations of Data Collection



May: CoP



STAGE THREE: ANALYSIS & INTERPRET

August: Trauma Informed Practice



September: Consent & Privacy



September: CoP



STAGE TWO: COLLECT & STORE

June: Org. Change Management



July: Data Infrastructure



July: CoP



STAGE FOUR: SHARE & USE

October: Uses of Data



November: Data Analysis Framework



December: CoP





**Nayani Nandakumar
(she/her)**

Manager- Community
Development
MA., Socio-Legal Studies

Facilitators

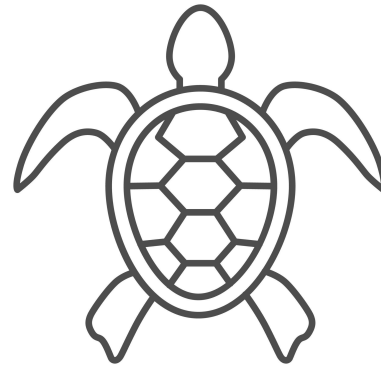


Qurat Al Ain (she/her)

Executive
Assistant/Membership
Coordinator and Admin
Assistant at TNN.
Diploma, Accounting and
Business

Land Acknowledgement

The work of the Council of Agencies Serving South Asians (CASSA) takes place on traditional Indigenous territories of the Huron-Wendat, Haudenosaunee, and most recently, the territory of the Mississaugas of the Credit First Nations. This territory is part of the Dish with One Spoon Treaty, an agreement between the Anishinaabeg, Haudenosaunee and allied nations to peacefully share and care for the resources around the Great Lakes. This territory is also covered by the Upper Canada Treaties. Today, Tkaronto, the traditional Mohawk name of this area called Toronto which means “trees in the water,” and its surrounding areas are still home to Indigenous people and we are grateful to have the opportunity to meet, work, and play on this territory as settlers.



Council of Agencies Serving South Asians (CASSA)

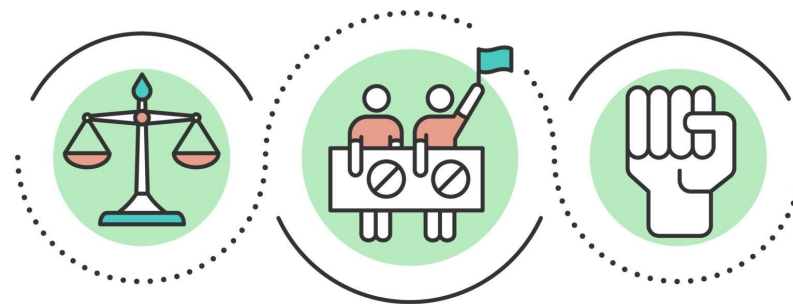
An umbrella organization with over 120 member agencies. Our mandate is to cultivate the social, economic, political and cultural empowerment of South Asians by serving as a resource for training, research, knowledge mobilization, leadership and capacity building for South Asians, racialized and other marginalized communities.

CASSA aims to create social and systemic change through coalition building, and partnering with other community organizations and institutions who share a similar vision of equipping the communities they serve with the necessary tools, knowledge and resources in order to successfully participate and contribute to Canadian society in all sectors.



CASSA also seeks to combat social injustice through its projects on online hate, hate incidents and hate crimes; inequities in the education and healthcare system; gender-based violence; intimate partner violence; toxic masculinity; language barriers; immigration and settlement related issues; and policies that perpetuate systemic racism.

CASSA has been focused on its National Expansion phase where it has expanded its services and programming to three additional provinces: British Columbia, Alberta and Quebec.



CASSA Membership

CASSA has over 120 members this includes (organizations, individuals and institutions) that offer direct and indirect services to South Asians and other racialized communities.

CASSA serves its members through advocacy, research, capacity building, training and development of resources.

For more information about membership, please visit [Membership](#).

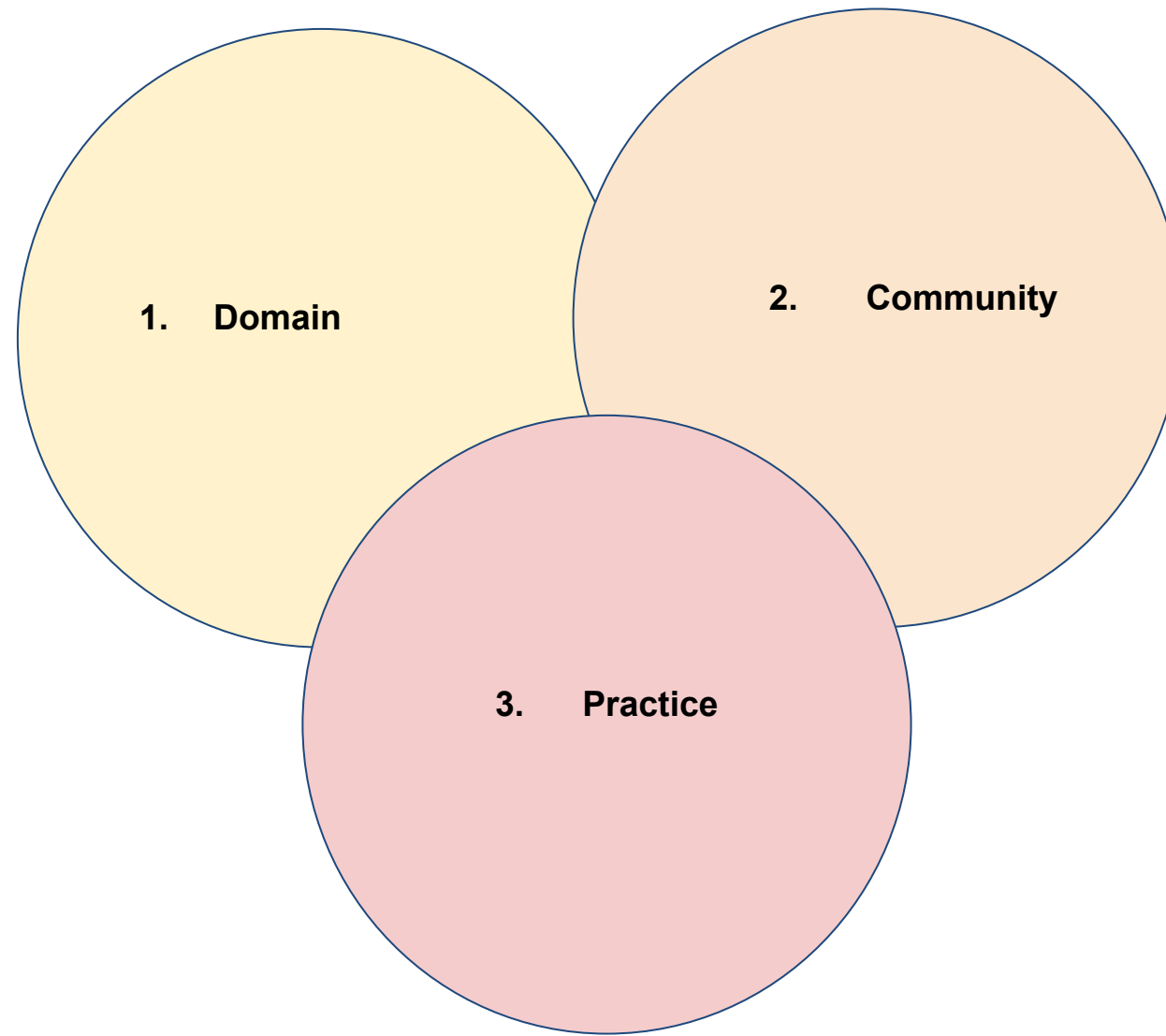
CASSA's Role

- Leading the CoP sessions.
- Bring non-profits together to have conversation about how to implement EDI principles, practices and learning about the stages of data collection, data governance and community engagement.
- Learning and sharing about resources and tools.
- Discussing best practices, needs and gaps in your organization.

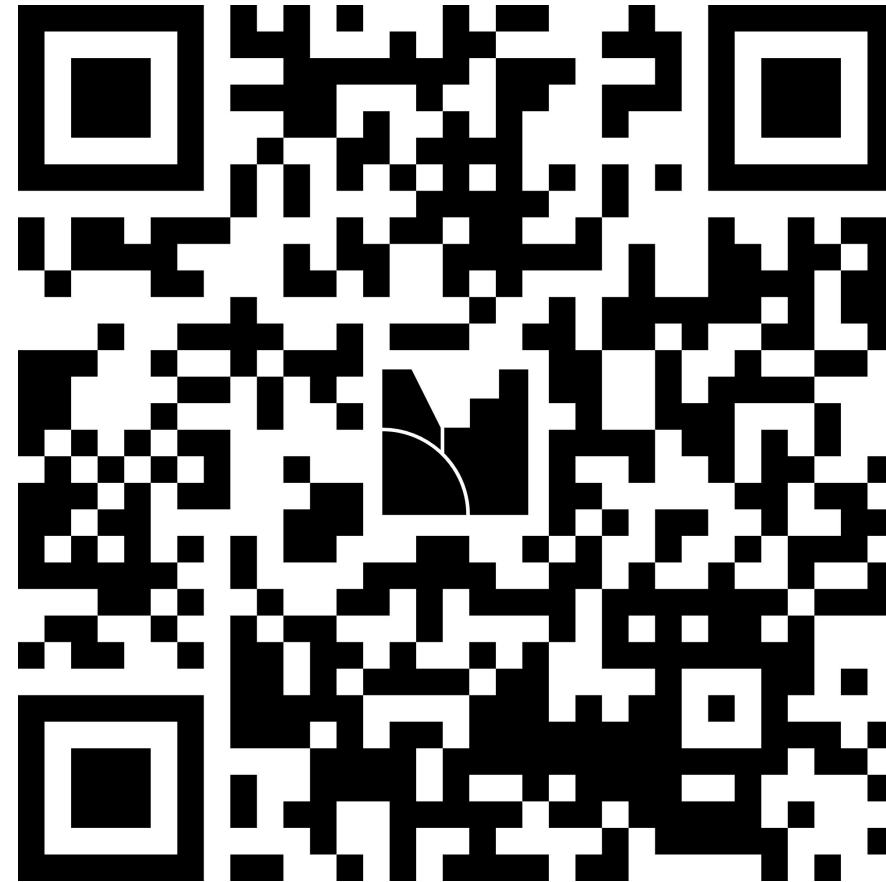
Community of Practice (CoP)

- **What is a CoP:** a group of people who share a common concern, a set of problems, or an interest in a topic and who come together to fulfill both individual and group goals.
- **Purpose of a CoP:**
 - **Collective Learning:** Foster collaboration, knowledge exchange, and leadership development among leaders within the non-profit sector.
 - **Collective Sharing:** Challenges, innovations, and strategies in non-profit leadership, governance, funding and impact.

Characteristics of a CoP



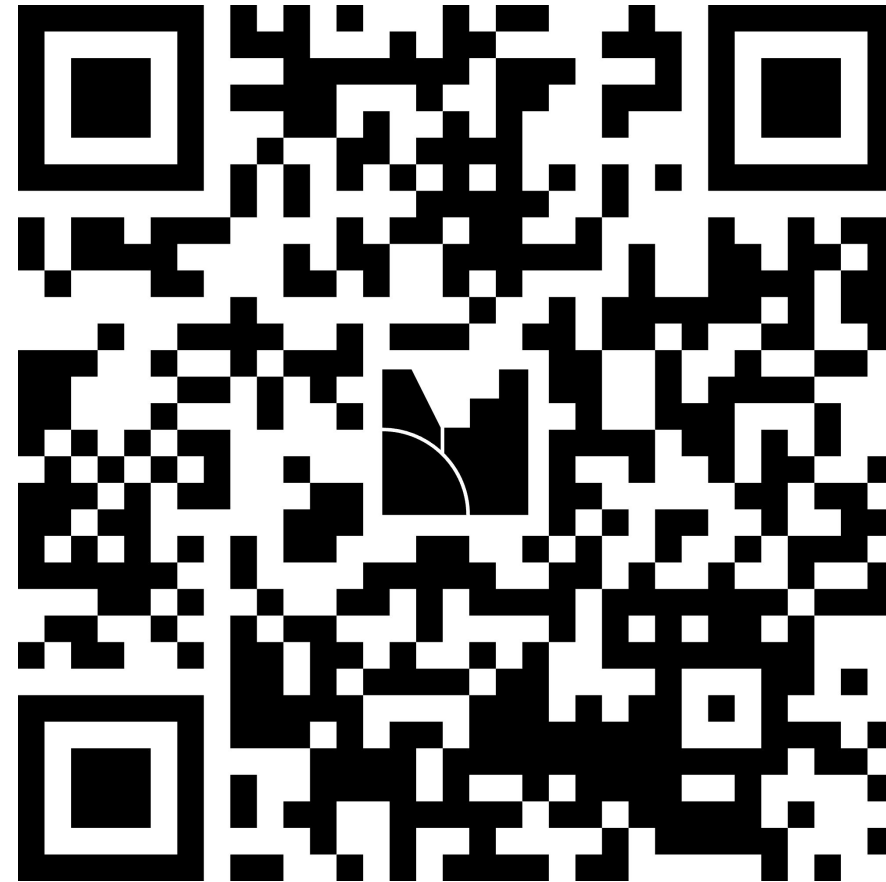
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Values & Ground Rules for the CoP

- Brave spaces and building trust
- Respectful communication
- Maintain confidentiality
- Openness to diverse perspectives
- Inclusivity

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CoP participants

- Executive Directors, Directors of Development, Program Managers, Project Managers, and other non-profit leaders collecting, storing and working with social identity data collection.
- Agency representatives who attended previous Data for Change: Capacity Building Workshop Learning Series.
 - This is a space for hands on learning, sharing and best practices.

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Structure and Frequency

- Bi-monthly meetings (every 2 months)
- Virtual Format:
 - Primarily virtual, with one in-person gathering in the Fall

Fireside Chat



Jemal Demke
Researcher
Wellesley Institute

Focuses on science and technology studies and critical data studies. His professional experience spans the entire health sector, including biomedical sciences, clinical trials, community oriented program development and health policy research. His previous research interests have included implementation science, systems change and infectious disease research.

Jemal holds a Bachelor of Science in Biomedical Sciences. He is currently pursuing a Master of Science degree in Health Systems Artificial Intelligence (AI) at the University of Toronto, where he is exploring how to apply AI methods to advance healthcare and how data justice intersects with Canadian laws and policies.

At Wellesley Institute, Jemal leverages his diverse expertise to inform policy changes in health data collection, use and governance. Amidst rapid technological advancements, he is committed to ensuring that equity is a fundamental principle.

Questions and Answers

Questions and Answers

If you have any questions for Jemal please email
dataforchange@findhelp.ca.

SHIP (Services and Housing in the Province)

- Learning and embedding the foundation of EDI practices is the first part to organizational readiness.
- We are ALL working together towards social justice within our communities—together we have collective impact.
- Every organization can make small changes to become more equitable.
- There are tools that any organization can use to assess your readiness for change.

Questions and Answers

Logical Outcomes

- **Workshop goal:** Support nonprofits to understand data equity and develop better practices for collecting, analyzing, and sharing social identity data, with a focus on advancing equitable outcomes for the communities they serve.
- **The data lifecycle** was presented through an equity lens, covering six main stages: acquisition, processing, storage, use, sharing, and deletion/archiving— with specific recommendations for implementing equitable practices at each stage.
- **Two key priorities** were emphasized in the planning stage: **data governance** (establishing policies and procedures for responsible data projects) and **community engagement** (meaningfully including community members throughout the project planning, data collection and analysis process).

Questions and Answers

Data for Change - CoP Feedback
Survey (CASSA CoP -May 28)



Knowledge Sharing

- All resources shared in the workshops will be posted in our Resource hub (Data for Change Website)
- Email your questions, challenges and templates to dataforchange@findhelp.ca

Next workshop



Led by SHIP: Thursday June 19th, 2025 at 1:30pm - 3:00pm