

The Precarity Penalty

The impact of
employment precarity
on individuals, households
and communities
—and what to do about it

International Symposium
21 & 22 May 2015



POVERTY AND
EMPLOYMENT PRECARIETY
IN SOUTHERN ONTARIO



United Way
Toronto



POVERTY AND
EMPLOYMENT PRECARIETY
IN SOUTHERN ONTARIO

The Precarity Penalty International Symposium

Day One: Thursday, 21 May 2015

8:15 Registration

9:00 Welcome – United Way Toronto & McMaster University

- Introduction: **Councillor Aidan Johnson**, City of Hamilton
- **Robert Storey**, McMaster University
- **Susan Mclsaac**, United Way Toronto

9:15 The Precarity Penalty

- **Wayne Lewchuk**, McMaster University
- **Michelynn Laflèche**, United Way Toronto

10:15 What To Do About It: Change in the Making 1

- Moderator: **Yogendra Shakya**, Access Alliance and University of Toronto
- Meeting the needs of workers and employers – **Rod Jones**, Ontario Manufacturing Learning Consortium
- Apprenticeship partnerships work better – **Ken Delaney**, Canadian Skills Training and Employment Coalition
- Employer practice makes a difference – **Will Stratton**, KPMG

11:00 Break

11:15 What's Happening in the Canadian Labour Market

- Moderator: **Elizabeth Mclsaac**, Maytree Foundation
- **Benjamin Tal**, CIBC
- **Hassan Yussuff**, Canadian Labour Congress

12:15 The Changing Workplace Review: Remarks from the Special Advisors to the Minister of Labour

- Introduction: **Pedro Barata**, United Way Toronto
- **C. Michael Mitchell**
- **Honourable John C. Murray**

12:30 Lunch

1:30 International Perspectives on Employment Precarity

- Moderator: **Luin Goldring**, York University
- How temp work became the norm... And where to go from here? – **Erin Hatton**, State University of New York at Buffalo, USA
- Who benefits and who loses from less secure forms of employment? – **Fran Baum**, Flinders University, South Australia
- Precarity in work and life: Forging a new reproductive bargain – **Heidi Gottfried**, Wayne State University, USA

3:15 Break

3:30 What To Do About It: Change in the Making 2

- Moderator: **Pedro Barata**, United Way Toronto
- Representing freelancers – **datejie green**, Equity and Media Specialist
- Sector strategies reduce precarity – **Danielle Olsen**, Hospitality Workers Training Centre
- The community sector can make things better – **Cathy Taylor**, ONN
- The minimum wage campaign – **Deena Ladd**, Workers' Action Centre

4:20 Closing Remarks



POVERTY AND
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The Precarity Penalty International Symposium

Day Two: Friday, 22 May 22

8:15 **Registration**

9:00 **Opening Keynote Address**

- Introduction: **Susan McIsaac**, President and CEO, United Way Toronto
- The Honourable Kathleen Wynne, Premier of Ontario

10:00 **International Perspectives on the Social Impact of Precarity**

- Moderator: **Charlene Cook**, United Way Toronto
- Precarious work: The long-term impacts on family wealth and security - **Janet Boguslaw**, Brandeis University, USA
- Austerity, precarity and the non-profit workforce: Comparative insights from Canada and the UK – **Ian Cunningham**, University of Strathclyde, UK

11:30 **Break**

11:45 **What To Do About It: Change in the Making 3**

- Moderator: **Diane Dyson**, WoodGreen Community Services
- Living beyond the minimum – the Hamilton Living Wage Initiative – **Tom Cooper**, Hamilton Roundtable on Poverty Reduction and Ontario Living Wage Network
- Measuring job quality can lead to quality jobs – **Dena Warman**, City of Toronto
- Childcare for every kind of worker – **André Lyn**, United Way of Peel Region

12:30 **What can Government do?**

- Introduction: **Stephanie Procyk**, United Way Toronto
- **Andrew Cash**, MP (Davenport, Toronto)

12:45 **Lunch**

1:45 **What can Government do?**

- Introduction: **Stephanie Procyk**, United Way Toronto
- **Adam Vaughan**, MP (Trinity-Spadina, Toronto)

2:00 **Demonstrating the Impact of Precarity in the GTHA: PEPSO Case Studies**

- Moderator: **Deirdre Pike**, Social Planning and Research Council of Hamilton
- Precarious undertakings: Nonprofit work, funding and communities at risk – **John Shields**, Ryerson University
- Precarious employment and its impacts on neighbourhoods and vulnerable populations – **Grace-Edward Galabuzi**, Ryerson University
- Migrant agricultural workers: Can we build sustainable families, jobs and local food? – **Janet McLaughlin**, Wilfrid Laurier University and **Don Wells**, McMaster University

3:00 **Demonstrating the impact of precarity in the GTHA: PEPSO Case Studies**

- Moderator: **Wayne Lewchuk**, McMaster University
- Community Benefits Agreements: Is this an approach to reducing precarity? – **James Nugent**, University of Toronto
- The minimum wage campaign and advisory panel: Before and after – **Serene Tan**, University of Toronto and **Kaylie Tiessen**, Canadian Centre for Policy Alternatives Ontario
- Like wonder women, goddesses and robots: How racialized immigrant women in Toronto are impacted by and respond to employment precarity – **Sehr Athar**, Access Alliance

4:00 **Closing Remarks**

- **Wayne Lewchuk**, McMaster University

Biographies

Sehr Athar, Research Coordinator, Access Alliance Multicultural Health and Community Services

Sehr Athar is the Community-based Research Coordinator at Access Alliance Multicultural Health and Community Services- a Community Health Centre that improves health outcomes for vulnerable immigrants, refugees and newcomers. With an MSW from University of Toronto, Sehr has been working with vulnerable and racialized communities – from youth, to persons with disabilities to newcomer women- in a community development, advocacy and research capacity for over 7 years. She is member of the PEPSO Case Study 6 research team. Case Study 6 examines the impact that insecure work has on racialized immigrant women and the strategies they use to resist precarity. Sehr is interested in the role that income and precarious employment play in the health of newcomers and their families and looking at preventative solutions.

Pedro Barata, Vice President, Communications & Public Affairs, United Way Toronto

Pedro Barata's involvement in the non-profit sector spans almost two decades, with a variety roles in communications, research, public policy, and community development. As Vice President, Communications and Public Affairs at United Way Toronto, Pedro is responsible for message and brand positioning, media relations and public policy engagement. Pedro has experience working within and across a variety of settings, including community-based organizations, strategic philanthropy, and various levels of government.

Fran Baum, Professor & Director, Southgate Institute for Health, Society and Equity, Flinders University

Fran Baum is Matthew Flinders Distinguished Professor of Public Health and Foundation Director of the Southgate Institute for Health, Society and Equity at Flinders University, Adelaide, Australia. From 2009-2014 she held a prestigious Australia Research Council Federation Fellowship. She is a member and past Chair of the Global Steering Council of the People's Health Movement – a global network of health activist (www.phmovement.org). She also served as a Commissioner on the World Health Organization's Commission on the Social Determinants of Health from 2005-08. She is a Fellow of the Academy of the Social Sciences in Australia and of the Australian Health Promotion Association. She is a past National President and Life Member of the Public Health Association of Australia.

Fran Baum is one of Australia's leading researchers on the social and economic determinants of health. She holds grants from the National Health & Medical Research Council and the Australia Research Council which are considering a wide range of aspects of health inequities and social determinants of health including studies of the health impacts of the closure of automotive plants and the casualization of work and the ways in which employment affects health. Her book, *The New Public Health* (4th ed. to be published November 2015 Oxford University Press), is widely cited and used in many public health courses.

Dr. Janet Boguslaw, Senior Scientist, Associate Director, Institute on Assets and Social Policy, Brandeis University

Dr. Janet Boguslaw is Senior Scientist at the Heller School for Social Policy and Management at Brandeis University, Associate Director at the Institute on Assets and Social Policy and Associate Director of the Heller schools Master's Degree program in public policy. She previously worked at the Center for Corporate Citizenship at Boston College, and for the Industrial Services Program, a quasi-public agency of the State of Massachusetts. Her work focuses on creating multi-sector innovations and partnerships to advance economic opportunity, security, and stability. Dr. Boguslaw has worked with corporate managers to research, direct and advance their community development initiatives; with state and federal agencies and nonprofits in the areas of workforce training, employment stabilization, and regional economic development, and with foundations and non-profits on state and local asset building initiatives. She is the author of *Social Partnerships and Social Relations: New Strategies in Workforce and Economic Development* and numerous other publications.

Andrew Cash, Member of Parliament - Davenport

Andrew Cash is the NDP Member of Parliament for the riding of Davenport, in Toronto.

Prior to his election in May 2011, Andrew worked as a musician and journalist. He is a Juno award-winning singer/songwriter, performer and producer who has released a dozen records over the last twenty-five years. He worked as a journalist for fifteen years for NOW magazine covering a wide range of urban political issues.

Since his election, Andrew has been working hard to bring arts, culture and urban issues to the House of Commons. Through his National Urban Worker Strategy bill he is standing up for the rights of self-employed, freelance, contract, part-time employees and unpaid interns. He is working to make life more affordable through initiatives such as his campaign to stop Pay-to-Pay fees, which has already been successful in saving Canadians over \$700 million per year. And he is fighting for a cleaner environment and more accessible public transit in the GTA through his campaign to stop the dirty diesel trains from running between Union Station and Pearson Airport and advocating for clean, electric trains.

Andrew was voted the Best Toronto MP in 2013 by the readers of NOW Magazine.

Andrew Cash chairs the Toronto Caucus of the NDP and is the Official Opposition Critic for Consumer Protection and for Multiculturalism.

Charlene Cook, Senior Manager, Research, Public Policy & Evaluation, United Way Toronto

Charlene Cook is Senior Manager, Research, Public Policy and Evaluation at United Way Toronto. She completed her Ph.D. in social work at the University of Toronto in 2009. Charlene has also worked for the Canadian, Ontario and Manitoba governments in policy and research capacities. Her research and policy work has focused on the social determinants of health, youth, intervention research and evaluation, and the third sector. Charlene is an Assistant Professor (Status-Only) at the Factor-Inwentash Faculty of Social Work, University of Toronto.

Tom Cooper, Coordinator, Ontario Living Wage Network

Tom Cooper is director of the Hamilton Roundtable for Poverty Reduction. Tom is passionate about his community and its residents and advances the Roundtable's Action Plan – which aims to reduce and eliminate poverty through strategic community initiatives including Living Wage. In April, Tom took on an additional role as the first coordinator of the Ontario Living Wage Network; he will work with the Canadian Centre for Policy Alternatives (Ontario office) to support communities on local Living Wage initiatives. Tom tweets at @TomCoopster

Ian Cunningham, Professor, University of Strathclyde

Ian Cunningham is Professor of Employment Relations in the Department of HRM, University of Strathclyde, Glasgow. He has undertaken research around the issues of precarious employment within the voluntary social services sector for twenty years and has published a range of public interest reports in the UK, as well as a several books and academic articles. He is currently working on projects relating to precarity in the voluntary sector in Southern Ontario, and on the impact of austerity on employment conditions in the Scottish voluntary sector.

Ken Delaney, Executive Director, Canadian Skills Training and Employment Coalition

Ken Delaney is a Partner in Prism Economics and Analysis. He also serves as the Executive Director of the Canadian Skills Training and Employment Coalition, and is the Industry Liaison and Special Advisor for an automotive policy research initiative driven by McMaster University. Ken currently manages a number of multi-stakeholder driven projects related to labour market and workplace training challenges in the manufacturing sector. He also provides strategic advice to labour unions and is helping McMaster and a number of automotive sector stakeholders identify policy options that will contribute to a competitive and sustainable automotive sector. Ken's diverse work history includes serving as Executive Assistant to the National Director of the United Steelworkers and launching and managing a private equity fund that made equity and quasi-equity investments in mid-sized Ontario businesses. Ken has extensive experience managing and serving as a director of small and mid-sized organizations; negotiating collective agreements and commercial contracts; and

advocating for public policy changes on behalf of the organization he represents. Ken has undergraduate degrees in Economics and Business Administration from the University of Windsor, and a graduate degree in Industrial Relations from Wayne State University in Detroit. He is also a member of the Board of Directors of the Public Policy Forum.

Diane Dyson, Director, Policy & Research, Woodgreen Community Services

Diane Dyson is a social researcher, activist, and social media hound interested in issues of neighbourhoods, schooling, and poverty. She is currently Director, Research & Public Policy at WoodGreen Community Services, a large neighbourhood-based multiservice agency in east end Toronto, where she leads a staff team in the Strategic Initiatives Unit. An active member of PEPSO, some of her other work includes issues surrounding community hubs, immigrant settlement, local economies and, her favourite, bed bugs. Diane's community contributions include volunteer work with Social Planning Toronto, the Toronto District School Board's Equity Policy Advisory Committee and Inner City Advisory Committee, and the Federation of Metro Tenants Associations. She has degrees in political science (Concordia) and education (Theory and Policy Studies/OISE-UT). Having grown up in Montreal, Diane speaks a few languages badly. She is also the mother of two young adults, one of whom works shift work.

Dr. Grace-Edward Galabuzi, Associate Professor, Department of Politics and Public Administration, Ryerson University

Grace-Edward Galabuzi is an Associate Professor in the Politics and Public Administration Department, Ryerson University, Toronto and a Research Associate at the Centre for Social Justice in Toronto. He is the author of *Canada's Economic Apartheid: The Social Exclusion of Racialized Groups in the New Century* (CSPI, 2006) and co-editor of *Race and Racialization: Essential Readings* (CSPI, 2007) and *Colonialism and Racism in Canada* (Nelson/Thomson, 2009). His research interests include the experiences of recent immigrants and racialized groups in the Canadian labour market; the racialization of poverty; race, racialization and social exclusion/inclusion and the impact of global economic restructuring on local communities. He is an active member of the social justice community in Toronto and has been involved in a variety of social justice campaigns. He is a member of the steering committee of the Colour of Poverty Campaign. He is a member of the Canadian Centre for Policy Alternatives Council, a board member of the Atkinson Charitable Foundation. He is a founder member of the African Music Festival in Toronto. He holds a Ph.D in Political Science from York University.

Luin Goldring, Associate Professor, York University

Luin Goldring is an Associate Professor of Sociology at York University and a Broadbent Institute Policy Fellow. Her current research analyses immigration status as a fault line of social inequality; the intersections of legal status trajectories and precarious employment; and how current Canadian immigration policies reconfigure access to public education (with P. Landolt). She is a member of the PEPSO research alliance, and is involved in the "Agency Data on Migration" project (directed by A. Kim). Her earlier research examined Mexico-U.S. migration, transnational political engagement, and Latin American community organizing in Canada. Recent publications include *Producing and Negotiating Non-Citizenship: Precarious Legal Status in Canada* (co-edited with P. Landolt), an IRPP report on "The Impact of Precarious Legal Status on Immigrants' Economic Outcomes" (with P. Landolt), a chapter on the Conditionality of Non-citizenship, and a blog on Canadian immigration policy on the Broadbent Institute blog.

Heidi Gottfried, Associate Professor, College of Liberal Arts and Sciences, Wayne State University

Associate Professor of Sociology at Wayne State University, has published several books and articles on gender, precarity and work. Her recent book is entitled *Gender, Work and Economy: Unpacking the Global Economy*. She has edited or co-edited books on *Gendering The Knowledge Economy: Comparative Perspectives*; *Remapping The Humanities: Identity, Community, Memory, (Post) Modernity*; *Equity in the Workplace: Gendering Workplace Policy Analysis*; *Feminism and Social Change: Bridging Theory and Practice*; and *The Sage Handbook on the Sociology of Work and Employment*. Her publications include: "Temp(t)ing Bodies: Shaping Gender at Work in Japan," and "Japan: The Reproductive Bargain and

the Making of Precarious Employment.” The Reproductive Bargain: Deciphering the Enigma of Japanese Capitalism is forthcoming in spring 2015.

datejie green, Media and Equity Specialist

datejie green is an experienced freelance media producer, educator, scholar and organizer. She has 25 years experience in strategic media, arts, research and community development. datejie promotes the meaningful participation of equity seeking groups and a historically-grounded, de-colonial, intersectional and social justice approach. In her role as Freelance Organizer with the Canadian Media Guild from 2013-2015, datejie lead a strategic campaign toward equitable union enfranchisement of independent journalists, communications, technical, creative and knowledge workers.

Erin Hatton, Assistant Professor, University of Buffalo

Erin Hatton is an associate professor of sociology at the State University of New York at Buffalo. Her research is centered in the sociology of work, while also extending into the fields of social inequality, cultural sociology, labor, law, and social policy. Her first book, *The Temp Economy: From Kelly Girls to Permatemps in Postwar America* (Temple University Press, 2011), weaves together gender, race, class, and work in a cultural analysis of the temporary help industry and rise of the new economy. Her current book project, *Between Work and Slavery: Coerced Labor in Contemporary America*, examines workfare and prison labor as sites of coerced labor in contemporary America.

Aidan Johnson, Councillor, Ward 1, City of Hamilton

Aidan Johnson is in his first term as Ward 1 Councillor in the City of Hamilton. He is a long-time community activist, known for his commitment to civic engagement and his passion for making Hamilton a better place to live, work, and play.

Before being elected Councillor in October 2014, Aidan worked as a lawyer for Legal Aid in Hamilton. Prior to this, he worked in corporate law at the national firm Borden Ladner Gervais and in Aboriginal Law with Ontario’s Ministry of the Attorney General. Aidan emerged as a highly-respected leader at a young age, working with his peers and local officials to raise awareness of social justice issues and speak up for vulnerable members of the community. His efforts to combat stigma made a significant impact on Hamilton school board policies to ensure safety for LGBTQI students. In 2003, Maclean’s magazine recognized Aidan as a “Young Canadian Leader to Watch For” in its annual listing.

Aidan has an extensive track record of volunteer work including roles as an HIV-AIDS outreach worker, fundraiser for PEN Canada and two years as President of a West Hamilton riding association. He was a member of Ward One’s Participatory Budgeting Advisory Committee and an active supporter of Cootes Paradise conservation efforts. As Councillor, Aidan sits on many committees including Emergency & Community Services, Planning, Hamilton Municipal Heritage Committee, Community Food Stakeholder Sub-Committee, Hamilton Conservation Authority, Hamilton-Burlington SPCA and the Royal Botanical Gardens Board.

Aidan lives in Hamilton with his partner Stefan, an ecologist and farmer.

Rod Jones, Program Co-director, Ontario Manufacturing Learning Consortium

Rod Jones provides overall direction and management of Ontario Manufacturing Learning Consortium's selection, training, and development programs. He was previously the Executive Director of the Ontario Aerospace Council (OAC) and was instrumental in the creation and development of the OAC, Ontario’s aerospace sector organization which started in 1993. Rod is an experienced executive whose expertise is focused in strategic management, business development, marketing, project management and government relations. In the aerospace industry, he has broad knowledge and strategic insight developed through general management of aerospace SMEs and active leadership in industry associations and related organizations at the national and provincial levels. Rod holds a Bachelor of Engineering degree (Mechanical) from McMaster University and a Master of Business Administration degree from Wilfrid Laurier University. Rod and Barbara

West-Jones have three children – Kendra, Christopher, and Cameron – and live in Kitchener, Ontario. Rod enjoys golf, skiing, reading, computers, and outdoor activities.

Deena Ladd, Coordinator, Workers' Action Centre

Deena Ladd has been working to improve wages and working conditions for workers in sectors of work that are dominated with low-wages, violations of rights, precarious and part-time work for the past 23 years. She is active in the Campaign for \$15 and Fairness, the Migrant Workers Alliance for Change and in the Social Justice Committee at her local elementary school. Deena is one of the founders and the co-ordinator of the Toronto Workers' Action Centre. The Workers' Action Centre organizes to improve wages and working conditions with low-waged immigrant workers and workers of colour in precarious jobs that face discrimination, violations of rights and no benefits in the workplace.

Michelynn Laflèche, Director, Research, Public Policy & Evaluation, United Way Toronto

Michelynn Laflèche is Director of Research, Public Policy and Evaluation at United Way Toronto. Prior to this, she studied and worked on race and gender issues in Canada, Germany and the UK. She obtained her undergraduate degree at the University of Ottawa, her Master's degree at the University of Toronto and undertook her postgraduate studies jointly at the University of Toronto and Karls Ruprecht University. Michelynn worked as a research consultant, an ESL teacher and a university lecturer over a period of ten years before relocating to London. She joined the Runnymede Trust in 1997, one of the UK's leading social policy research charities, and was appointed Chief Executive in 2001. Michelynn led the organisation for eight of its most successful years until returning to Canada in 2009. Since then, Michelynn worked as an independent consultant and for the Greater Toronto Civic Action Alliance before joining United Way Toronto in 2011.

Dr. Wayne Lewchuk, Professor, School of Labour Studies and Department of Economics, McMaster University

Dr. Wayne Lewchuk is a founding member of the School of Labour Studies at McMaster University. He is currently LIUNA Enrico Henry Mancinelli Professor in Global Labour Issues in the School of Labour Studies and Department of Economics. In 2011, he completed a project examining the health effects of precarious employment. This was published by McGill Queens University Press in a volume titled Working Without Commitments: Precarious Employment and Health. He is currently the co-director of a six year joint university community research program on Poverty and Employment Precarity in Southern Ontario (PEPSO). This is a joint initiative of the School of Labour Studies at McMaster University and United Way Toronto. PEPSO released its first major report titled It's More Than Poverty: Precarious Employment and Household Wellbeing in 2013. The report can be downloaded at www.pepso.ca. A follow-up report The Precarity Penalty will be released later this spring. He holds a BA and MA in economics from the University of Toronto, and a Ph.D in economics from the University of Cambridge.

André Lyn, Manager, Community Investment, United Way of Peel Region

André Lyn is a Community Investment Manager at United Way of Peel Region and lead for the Community Priorities Fund (CPF), which is their largest funding stream. He is actively involved in the Peel Poverty Reduction Strategy Committee and collaborates with other anti-poverty groups locally, in the GTA and provincially. Prior to joining United Way of Peel Region in 2012, André worked as a researcher with Social Planning Council of Peel and before that with the Social Planning Council Toronto. André is also Co-Lead for Case Study 4 of the PEPSO Project. He also has extensive academic research and community activism experience with migrant farm workers, immigration and settlement, homelessness, precarious employment and inequality.

Elizabeth Mclsaac, President, Maytree Foundation

Elizabeth Mclsaac is President of Maytree. An accomplished senior level executive leader in the not-for-profit sector, Elizabeth brings significant research and executive experience with her to this position. She has worked in the not-for-profit sector in various capacities since 1995. Most recently she served as Executive Lead, Mowat NFP (Not-for-Profit Policy) at the Mowat Centre and the Executive Director of the Toronto Region

Immigrant Employment Council (TRIEC). Prior to her role at TRIEC, Elizabeth held a variety of positions at Maytree, including playing an instrumental role in the development of TRIEC and as Director of Policy. Elizabeth has also served as Executive Director of the Association of International Physicians and Surgeons of Ontario, worked in direct service provision to immigrant and refugee communities and held various research and teaching roles. She currently serves as the vice-chair of the FCJ Refugee Centre's board of directors.

Susan McIsaac, President & CEO, United Way Toronto

Susan McIsaac became President and CEO of United Way Toronto on September 1, 2010. She is a widely recognized leader with more than 20 years experience in the non-profit sector.

A senior executive with United Way since 1998, Susan is a key architect of the organization's transformation from trusted fundraiser to community mobilizer and catalyst for impact. In her previous role as the organization's Chief Development Officer, United Way's annual fundraising campaign was reshaped to focus on engaging donors and volunteers in strategies to change social conditions in our city. Campaign revenue grew from \$58-million in 1998 to \$117-million in 2013.

Susan has spent a lifetime in service to the community and was awarded a Queen Elizabeth II Diamond Jubilee medal in 2012 in recognition of her efforts. She currently serves on Greater Toronto CivicAction Alliance's Board of Directors, mentors the next generation of non-profit leaders through United Way's CITY Leaders program, and is a steering committee member of the Governor General's Initiative on Volunteerism and Philanthropy. In 2014 she was selected by the Women's Executive Network (WXN) as one of Canada's Top 100 Most Powerful Women in the Sun Life Financial Trailblazers & Trendsetters Category. Susan has held senior roles with KCI Ketchum Canada, a leader in organizational health and philanthropic counsel and also led Loyalist College's first capital campaign.

Dr. Janet McLaughlin, Assistant Professor, Health Studies and Research Associate, International Migration Research Centre, Wilfrid Laurier University

Dr. Janet McLaughlin is an Assistant Professor of Health Studies and a Research Associate with the International Migration Research Centre at Wilfrid Laurier University. Janet has conducted research and community work with migrant workers for more than a decade, and has published widely in the area of migrant health. She is co-team lead for the PEPSO case study number 4, investigating the family impacts of migration for farm workers from Mexico and Jamaica, and former Live-in Caregivers from the Philippines. Janet is also co-founder of the Migrant Worker Health Project www.migrantworkerhealth.ca, which aims to empower health care providers to provide accessible, high quality care to migrant workers.

C. Michael Mitchell, Special Advisor, Ministry of Labour Changing Workplaces Review

C. Michael Mitchell was a Senior Partner at Sack Goldblatt Mitchell LLP, an Ontario law firm that specializes in labour and employment law. He practiced law for more than 37 years, and served for 22 years as the Managing Partner of the firm. He has also acted as a mediator in civil and labour cases and as an adjudicator appointed by the courts under a class action settlement. As a lawyer he appeared regularly in all levels of the courts and before administrative tribunals. Mr. Mitchell is co-author of a textbook on the Ontario Labour Relations Board. He recently opened his practice as a full-time arbitrator and mediator. Mr. Mitchell lives in Toronto and is active in several community organizations.

The Honourable John C. Murray, Special Advisor, Ministry of Labour Changing Workplaces Review

The Honourable John C. Murray commenced his practice as a full-time mediator and arbitrator in January 2015. He was called to the Ontario Bar and admitted to the Law Society of Upper Canada in 1969. Mr. Murray was appointed to the Bench of the Superior Court of Ontario in May 2004 and retired from the bench in December 2014. Prior to his appointment to the bench he was a founding managing partner and Chair of the Toronto litigation firm Genest Murray. As a practitioner, Mr. Murray regularly provided legal advice to major private and public sector corporations along with public sector institutions such as universities and hospitals. He often acted as an arbitrator and was a pioneer in establishing Alternative Dispute Resolution services in Toronto. He is also a former Chair of the Labour Law Section of the Ontario branch of the Canadian Bar Association.

James Nugent, PhD Candidate, University of Toronto

James Nugent is a Vanier Scholar and PhD Candidate at the University of Toronto, Department of Geography & Planning. His research explores the intersection between poverty alleviation, workforce development and infrastructure policy. Through his community-based participatory research, James has studied and supported the development of the Toronto Community Benefits Network—a coalition of labour, community and workforce development groups as well as social enterprises. The Network is negotiating with Metrolinx so that transit infrastructure projects can be leveraged towards other social policy objectives such as employment equity, poverty alleviation and environmental sustainability. James also teaches courses on urban planning and environmental theory at the University of Toronto.

Danielle Olsen, Executive Director, Hospitality Workers Training Centre

Danielle Olsen has spent over the last decade in different roles within the employment and training, workforce development sector. Most recently she has served as the Executive Director of the Hospitality Workers Training Centre, a sector-based workforce development organization dedicated to working with multi-stakeholders, including industry and labour to establish training partnerships that serve individuals and build a strong industry. In this role, she has championed new partnerships and designed programs to directly connect social assistance recipients to industry recognized talent pipelines, and piloted new Career Ladder training initiatives for incumbent workers in partnership with industry and labour. Previously, Danielle spent two years working with Social Capital Partners building their community social finance hiring program and a corporate engagement hiring strategy. Danielle's experience also includes direct service work with community-based employment agencies in Toronto, private sector recruitment in finance, and manufacturing, as well as some internationally focused work in entrepreneurship and workforce development. Danielle holds a BA from York University in International Development and Labour Studies.

Deirdre Pike, Senior Social Planner, Social Planning and Research Council of Hamilton

Deirdre Pike has been with the Social Planning and Research Council of Hamilton since 2001. After transitioning out of 14 years of parish ministry, Deirdre found a great match for her facilitation skills and her passion for social justice when she joined the team at the SPRC. In her current role as a Senior Social Planner, Deirdre works with both grassroots organizations and policy making bodies under two main priority areas – poverty reduction and elimination and equity and inclusion. In working to create positive space for LGBTQ people, Deirdre co-chairs the Hamilton Positive Space Collaborative and is a leader in delivering LGBTQ Positive Space Training. In the latter role, Deirdre has “outed” the conversation of LGBTQ reality with over 4,000 people in Hamilton and beyond, including educators, social service providers, police officers and health care providers. Deirdre is an urbanite who lives with her partner, Renée, in the Strathcona Neighbourhood in Hamilton. She rides her bike as much as she can for work and for fun. In between you may find her gardening, cooking or writing her regular column for the Hamilton Spectator.

Stephanie Procyk, Manager, Research, Public Policy & Evaluation, United Way Toronto

Stephanie Procyk is currently Manager of Research, Public Policy and Evaluation at United Way Toronto. In this role, she has worked on issues related to precarious employment, income inequality and access to opportunity, the non-profit sector, as well as evaluation projects on a range of topics. She previously worked in social policy consulting with Open Policy Ontario on issues ranging from income security to youth in care. Prior to coming to Canada, Stephanie worked in the fields of mental health and labour organizing in Chicago. She completed her BA at McGill University and her Master of Public Policy at the University of Michigan Ford School of Public Policy.

Yogendra Shakya, Senior Research Scientist, Access Alliance Multicultural Health and Community Services

Yogendra Shakya works as the Senior Research Scientist at Access Alliance Multicultural Health and Community Services and is an adjunct Assistant Professor at the Dalla Lana School of Public Health. He is a passionate advocate for social and health equity for newcomers and racialized communities. He leads a number of multi-collaborative research agendas on key determinants of health, including precarious employment, poverty, racism/racialization, linguistic barriers and social isolation. As the co-principal

investigator for the Income Security, Race and Health research agenda and for one of the case studies of the Poverty and Employment Precarity in Southern Ontario (PEPSO) initiative, he has produced a wealth of research reports (Working Rough, Living Poor; Where are the Good Jobs? ; Like Wonder Women, Goddesses and Robots), public education materials and policy briefs on adverse impacts of precarious employment. His research underscores racialized and gendered dimensions of precarious employment. He leads a number of advocacy initiatives to promote good, healthy jobs, particularly for vulnerable communities. Yogendra is a recognized leader in community-based participatory action research and has trained and mentored many newcomers, graduate students, and community agency staff in community based research. When he is not doing research and advocacy work, he is busy composing children's songs for his two young children.

John Shields, Professor, Ryerson University

John Shields is a Professor in the Department of Politics and Public Administration at Ryerson University. Is one of the co-leads on Case Study 3 of the PEPSO Project, Precarity in the Community Services Sector. His current research has been focused on the restructuring of the Third Sector, including changes to non-profit-government relationships. Additionally, he publishes on Canadian immigrant settlement and integration issues. His most recent publication (co-edited with Harald Bauder) is Immigrant Experiences in North America: Understanding Settlement and Integration published by Canadian Scholars Press, 2015.

Robert Storey, Chair, School of Labour Studies, McMaster University

Robert Storey is the Director of the School of Labour Studies and Associate Professor in the School of Labour Studies and Department of Sociology at McMaster University. His research and publications have concentrated on the struggles of workers and unions for improvements to workplace health and safety and for justice for injured workers within the Ontario/Canadian workers' compensation systems. Over the past decade, his research and active participation in the injured workers' movement has assisted injured workers in Ontario and Canada in their efforts to uncover their collective histories and to use this knowledge - via films, speakers schools, educational forums and popular publications - to educate and mobilize a new generation of activists.

Will Stratton, Manager, Management Consulting Advisory Services - KPMG

Will Stratton was the lead author on a report prepared for the United Way in 2014, which sought to capture the employers' perspective on precarious employment. Will has continued to support the United Way in advancing the findings of this report. When Will is not thinking about precarious employment, he is helping large organizations drive transformation as a Manager in the Strategy and Operations Practice of KPMG's Management Consulting Advisory Services. He is a proud Torontonion and has plans to wed a beautiful precariously employed woman this fall.

Benjamin Tal, Chief Deputy Economist - CIBC

Benjamin Tal is responsible for analyzing economic developments and their implications for North American fixed income, equity, foreign exchange and commodities markets. He also acts in an advisory capacity to bank officers on issues related to wealth management, household/corporate credit and risk. Well-known for his ground-breaking published research on topics such as labour market dynamics, real estate, credit markets, international trade and business economic conditions, Mr. Tal not only contributes to the conversation, but frequently sets the agenda. He has close to 20 years experience in the private sector advising clients, industry leaders, corporate boards, trade associations, and governments on economic and financial issues. National and global media regularly seek him out for his insight and analysis on economic issues that impact financial markets, consumers, corporations and public policy. He is also a frequent lecturer in the economic programs of various Canadian universities. Mr. Tal is a member of the Economic Committee of The Canadian Chamber of Commerce, The Economic Development Committee of the Toronto Board of Trade and is a board member of the Toronto Association for Business and Economics (TABE).

Serene Tan, Sessional Lecturer, University of Toronto

Serene Tan is a researcher and a sessional lecturer at the University of Toronto. She was previously a Policy Associate at the Mowat Centre, and published the reports "Diaspora Nation: an inquiry into the economic potential of diaspora networks in Canada" and "Redesigning Collaboration: Opportunities for Innovation in

Toronto's Labour Market". She received her PhD from York University and her research agenda involves diasporas, global and urban geographies, and social and cultural processes.

Cathy Taylor, Executive Director, Ontario Nonprofit Network

Cathy Taylor has been a member of the ONN team since June 2012. Throughout her 20 years working in the nonprofit sector, including as the founding Executive Director of the Volunteer Centre of Guelph/Wellington, she has been passionate about collaboration and leadership in the sector. Cathy works with sector colleagues from across Ontario and Canada, as well as private sector and government officials, to create an enabling policy environment for nonprofit organizations. Cathy's roots are in the environmental movement and she has been active in municipal politics. She holds a degree in political studies and history from Queen's University, and attended the Maytree-York University Executive Directors Leadership program. Outside of work, she enjoys time with her family and her garden in Eden Mills, Ontario.

Kaylie Tiessen, Economist, Canadian Centre for Policy Alternatives Ontario

Kaylie Tiessen is an economist with the Canadian Centre for Policy Alternatives' Ontario Office. She researches labour markets, social progress and the value of public services. Kaylie holds a Master's degree in Development Economics from Dalhousie University, a Bachelor of Commerce degree (with Honours) in International Business from Lakehead University, and a diploma in Business Management from Conestoga College.

Adam Vaughan, Member of Parliament, Trinity-Spadina

Adam Vaughan is the Member of Parliament for Trinity-Spadina. Adam Vaughan was elected twice to Toronto City Council before voters in Trinity-Spadina sent him to Ottawa to represent urban issues in Parliament. As an activist and as a journalist, Adam Vaughan has played a significant role in the social and economic growth of Toronto.

Adam Vaughan brings a lifetime of experience to federal politics. On City Council he played a major role in reforming the planning process in the city. He led successful campaigns to rebuild and revitalize existing public housing stock while initiating new policies to create family housing, supportive housing and new co-op housing programs in Toronto. Together with residents, he spearheaded the revitalization of the Alexandra Park community: a significant neighbourhood in Toronto that will see new affordable housing, new commercial space, a re-built community and more parkland added to the downtown.

Adam Vaughan's record in office demonstrates strong support for the arts in Toronto. While on council, he championed the expansion of OCAD University's campus and led the campaign to save Theatre Passe Muraille. He also served on the Boards of the Toronto Arts Council, the Art Gallery of Ontario, Harbourfront Centre and Heritage Toronto.

Before entering politics, he was a broadcast journalist for more than 20 years, specializing in municipal affairs for both the CBC and Citytv. He covered all three levels of government and has written about urban issues too.

Adam Vaughan has entered federal politics and is working with Justin Trudeau, Liberals and local governments across the country to re-establish a national housing policy as part of a new urban agenda for Canada.

Dena Warman, Policy Development Officer, Social Development, Finance and Administration, City of Toronto

Dean Warman is a Policy Development Officer with the City of Toronto in Social Development Finance and Administration. Dena is currently leading the development of the Poverty Reduction Strategy. Dena's professional experience includes urban planning, economics, and community development. Dena holds a master's degree from the London School of Economics in City Design and Social Science from the Cities Program, a bachelor's degree from the University of Waterloo in Planning, and a Certificate in Community

Economic Development from Simon Fraser University. Dena has worked in private consulting, non-profit, government settings and has been with the City of Toronto for seven years.

Dr. Don Wells, Professor, School of Labour Studies and Department of Political Science, McMaster University

Dr. Don Wells is Professor of Labour Studies and Political Science at McMaster University in Hamilton Ontario. His current research focuses on the politics of international labour standards regulation and on impacts of transnational labour migration on family cohesion. He is the academic lead on a case study funded under the PEPSO CURA. The research team is analyzing impacts of Canada's Seasonal Agricultural Worker Program on the family cohesion of temporary agricultural workers from Mexico and Jamaica. The research team is also analyzing how better to promote student success among Filipino migrant children at the Halton Catholic District School Board in Oakville, Ontario.

Hassan Yussuff, President, Canadian Labour Congress

Hassan Yussuff brings a record of remarkable achievements to his new role as President of the Canadian Labour Congress (CLC). Yussuff was elected in May 2014 as the first person of colour to lead the country's labour movement, winning a mandate for change to increase activism in response to the challenges facing unions. Yussuff is committed to working together for fairness – in the workplace and Canadian society, from retirement security for all, to good jobs, to protecting public health care, and creating a national child care program.

Coming to Canada from Guyana at 16 years old, Yussuff was a heavy truck mechanic but quickly became plant chair after just 3 meetings. He went on to senior positions in Unifor – formerly known as the Canadian Auto Workers.

Yussuff was elected as an Executive Vice-President of the Canadian Labour Congress in 1999, followed by four terms as Secretary-Treasurer. Yussuff is also respected internationally, serving as president of the Trade Union Confederation of the Americas, representing over 50 million workers in 29 countries.

The CLC is the voice of Canada's labour movement, representing 3.3 million workers.

Delegates

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Donna Baines, McMaster University
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About PEPSO

PEPSO is the Poverty and Employment Precarity in Southern Ontario research alliance. The PEPSO project is a six year (2010-2016) SSHRC Community-University Research Alliance funded initiative investigating the growth of precarious employment in Southern Ontario and its impacts on individual and family well-being. It grew out of the 2007 United Way Toronto report, *Losing Ground*, which documented the growth of household poverty in Toronto and its association with precarious employment.

PEPSO comprises two surveys, the first of which was the basis for the report *It's More than Poverty*, and the second of which was the foundation for *The Precarity Penalty*. It also involves six case studies, each covering precarious employment from a different angle. The PEPSO project aims to meet the research need to gather data on trends in precarious employment and to encourage policy debate. Much of the evidence regarding precarious employment and its impact on households and communities is anecdotal and, without solid quantitative research, it has been difficult to influence public policy. It is our hope that this research will lead to meaningful policy change in the lives of the precariously employed and their families, and stimulate further research on this topic. More information about the project and its publications can be found at www.pepsoc.ca.

PEPSO Partners

- Access Alliance Multicultural Health and Community Services
- The Atkinson Charitable Foundation
- Brampton-Mississauga and District Labour Council
- Canadian Labour Congress
- City of Toronto
- COSTI
- Davenport-Perth Neighbourhood and Community Health Centre
- Flinders University
- Hamilton Roundtable for Poverty Reduction
- JVS Toronto
- McMaster University
- Migrant Workers Family Resource Centre
- Ryerson University
- Social Planning & Research Council of Hamilton
- Social Planning Toronto
- Toronto Star
- Toronto Workforce Innovation Group
- Unifor
- The University of New South Wales
- The University of Sydney
- United Way of Burlington and Greater Hamilton
- United Way of Peel Region
- United Way Toronto
- United Way of York Region
- Wellesley Institute
- West Neighbourhood House
- WoodGreen Community Services
- Workers' Action Centre
- York University

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- Jack Nigro, Halton Catholic District School Board
- Greg Rousell, Halton Catholic District School Board
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Case Study 6: Skills Mismatch and Precarious Employment Faced by Racialized Refugee and Immigrant Women in Toronto: Racialization and Gender Politics of Current Shifts in the Labour Market

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