

PROGRESSING *Together* 2029

**INFORMATION &
REFERRAL SERVICES**

**EDUCATION & SKILLS
TRAINING**

**NETWORKING &
COMMUNITY EVENTS**

**NEWCOMERS,
SENIORS, WOMEN &
YOUTH SUPPORT**

**SOUTH ASIAN ARTS,
CULTURE & HERITAGE
INITIATIVES**

**HEALTH & WELLNESS
PROGRAMS**

VOLUNTEER, INTERNSHIP & MENTORSHIP OPPORTUNITIES!!



**MEANINGFUL DIFFERENCE
THROUGH EDUCATION,
INFORMATION AND SUPPORT**



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Progressing Together 2029

We are excited to present you with the South Asian Centre of Windsor's five (5) year Strategic Plan, Progressing Together 2029. This plan has been developed at a time of growth of our centre and our community at large. The South Asian Centre of Windsor was established in 1986 and has evolved during its term. South Asians include people originally from Afghanistan, Nepal, Maldives, India, Pakistan, Bhutan, Sri Lanka, Bangladesh and all those who have roots in South Asia and have lived outside the region for generations and are currently residents of Canada.

The South Asian communities have seen an increase in the number of new immigrants, refugees, international students and family members. At the same time, we have many that have been established here for decades, including seniors amongst us.

It is an important time for all the communities to come together and support others across the diaspora. The Centre has experienced a resurgence in its programming (governance) and identified a need to build a five year strategic plan to guide their future direction in supporting residents from the South Asian diaspora. An environmental scan included a review of relevant documents and internal reports, past community engagement session information and a demographic scan.

Through a thoughtful engagement process, we are pleased to present a clear, concise, actionable strategic plan.

There are over 20,585 people from the South Asian diaspora who reside in Windsor¹ - Essex. This makes us the second largest racialized group in the region.





Message from the Board and Director

The South Asian Centre of Windsor has been a pillar of support for its community for nearly four decades. In January 2023, a new strong team Board of Directors, with broad expertise and experience, began discussions about how best to guide SACW through challenges and faithfully serve our communities. The discussion focused on planning for the future after the significant impact of the pandemic, among other challenges, on operations and budget.

With the rapid growth of the South Asian community in the Windsor-Essex Region and challenges of serving their new, unique, and diverse needs, it became imperative for the organization to explore avenues for expansion and sustainability. Through outreach to community leaders, membership as well as Government representatives, the Board looked at developing a robust strategic plan that will focus on immediate needs and guide our efforts for future growth. This will build organizational resilience to face future uncertainties, remain relevant and be impactful in the years to come.

With the support of the Community Services Recovery Fund (CSRF), Community Foundations of Canada, Government of Canada, the Board initiated the process in June 2023 with a forward-looking vision that can guide the organization to create value for the community, partners, and our membership. The Centre has created its first ever strategic plan, Progressing Together 2029. The Board and Staff will review the plan on an ongoing basis to ensure that the center responds to the community's priorities, and will continue to make a meaningful difference in the lives of those we serve.

Nandini Tirumala
Program Director

Dr. Fazle Baki
President

Shaun Dass
Chair, Strategic
Planning
Working Group



Vision

Connecting People,
Thriving Communities.

Mission

The South Asian Centre of Windsor
promotes the integration of our
communities by providing education,
information and support.

Values - Guiding Principles

1 Accountable
We strive to be transparent, fiscally responsible & sustainable.

2 Collaborative
We work cohesively with our members, partners and the community.

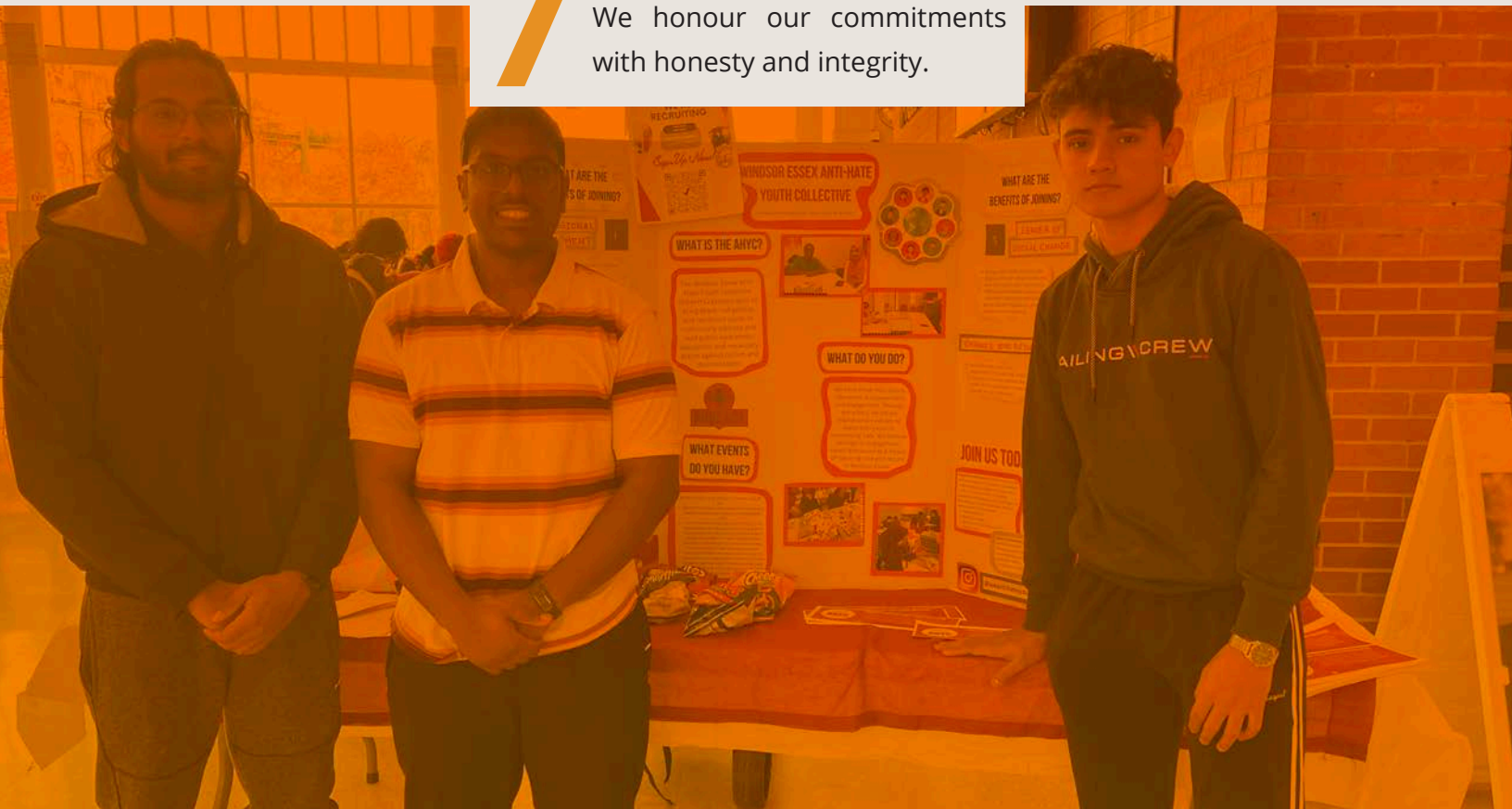
3 Compassionate
We commit to supporting all with empathy, dignity and respect.

4 Responsive
We are a voice for our community, responding to emerging needs and growth opportunities.

5 Inclusive
We embrace differences and offer respect through our thoughts and actions.

6 In Solidarity
We are committed to working alongside and in solidarity with Indigenous people and other racialized and marginalized communities.

7 Trustworthy
We honour our commitments with honesty and integrity.



Strategic Directions

1

Strategic direction 1: Build a Stable Base

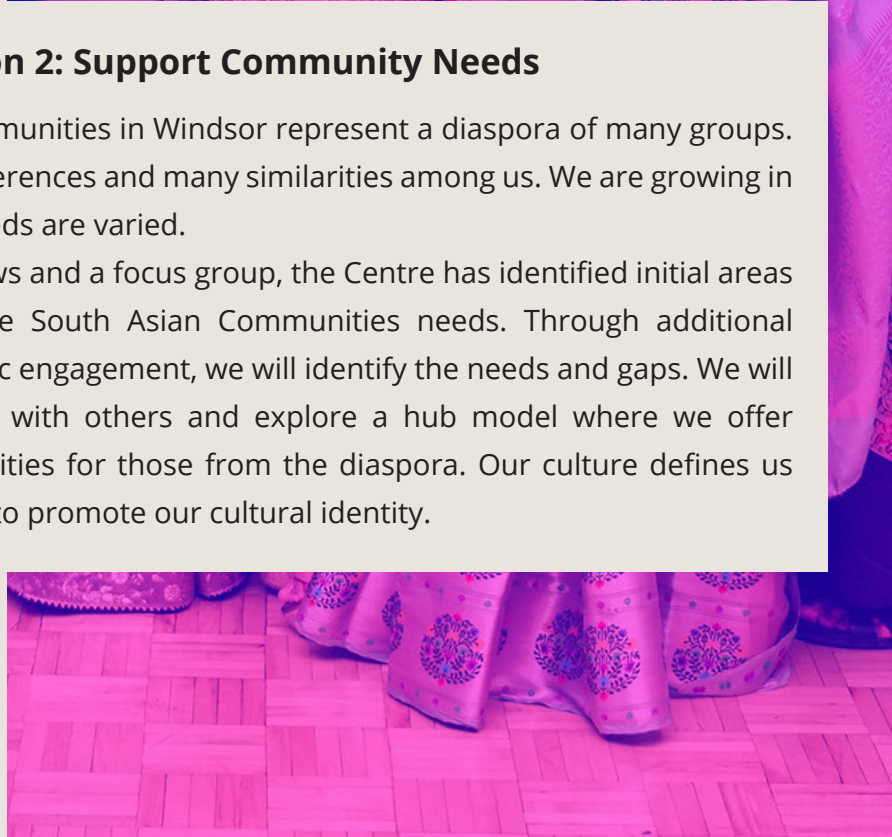
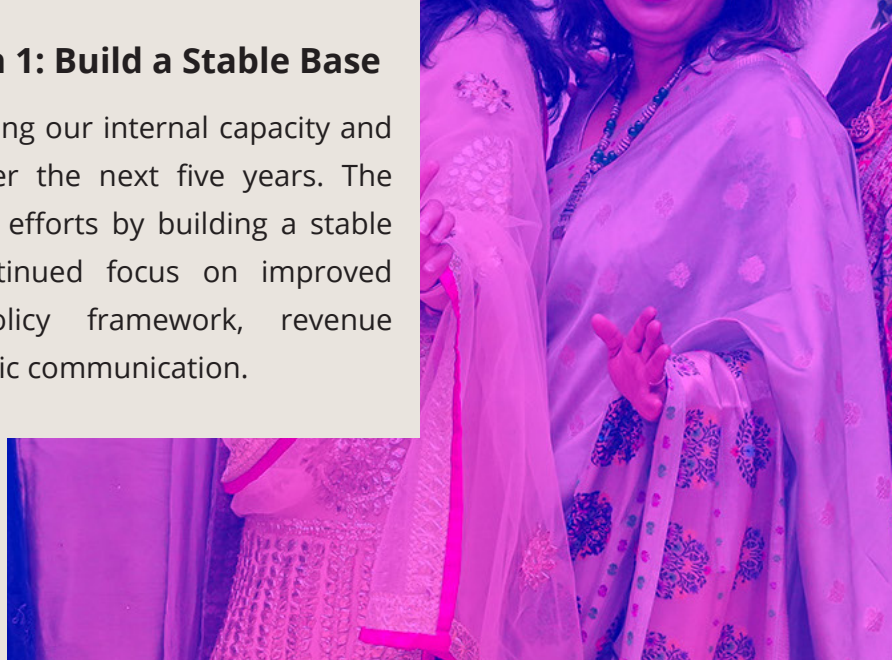
We will focus on building our internal capacity and economic viability over the next five years. The centre will focus their efforts by building a stable base through a continued focus on improved governance and policy framework, revenue generation and strategic communication.

2

Strategic Direction 2: Support Community Needs

The South Asian communities in Windsor represent a diaspora of many groups. There are unique differences and many similarities among us. We are growing in numbers and our needs are varied.

Through key interviews and a focus group, the Centre has identified initial areas of focus to meet the South Asian Communities needs. Through additional outreach and strategic engagement, we will identify the needs and gaps. We will explore partnerships with others and explore a hub model where we offer networking opportunities for those from the diaspora. Our culture defines us and we will continue to promote our cultural identity.





3

Strategic Direction 3: Be the Voice

Together we are stronger. The centre is at many tables, as a voice for the community. There are many needs with our elders, new immigrants and international students, among others. To be a strong voice at the table, we must participate in civic opportunities.

4

Strategic Direction 4: Enhance Economic Outcomes

South Asians in Windsor represent those that have been here for many generations and others who are new immigrants, refugees and international students. We want to work with established leaders in our community to support entrepreneurship and improved employment opportunities. Through networking and mentorship, we will support this.

Engagement Roadmap

This process began in June 2023.

With a working group, an engagement roadmap was developed. South Asian Centre of Windsor identified all stakeholders they are engaged with currently. A thorough and robust process identified who we needed to engage with to build this bold plan.



1 Community Focus Group with 21 participants



1 Community Survey with a response rate of 17%



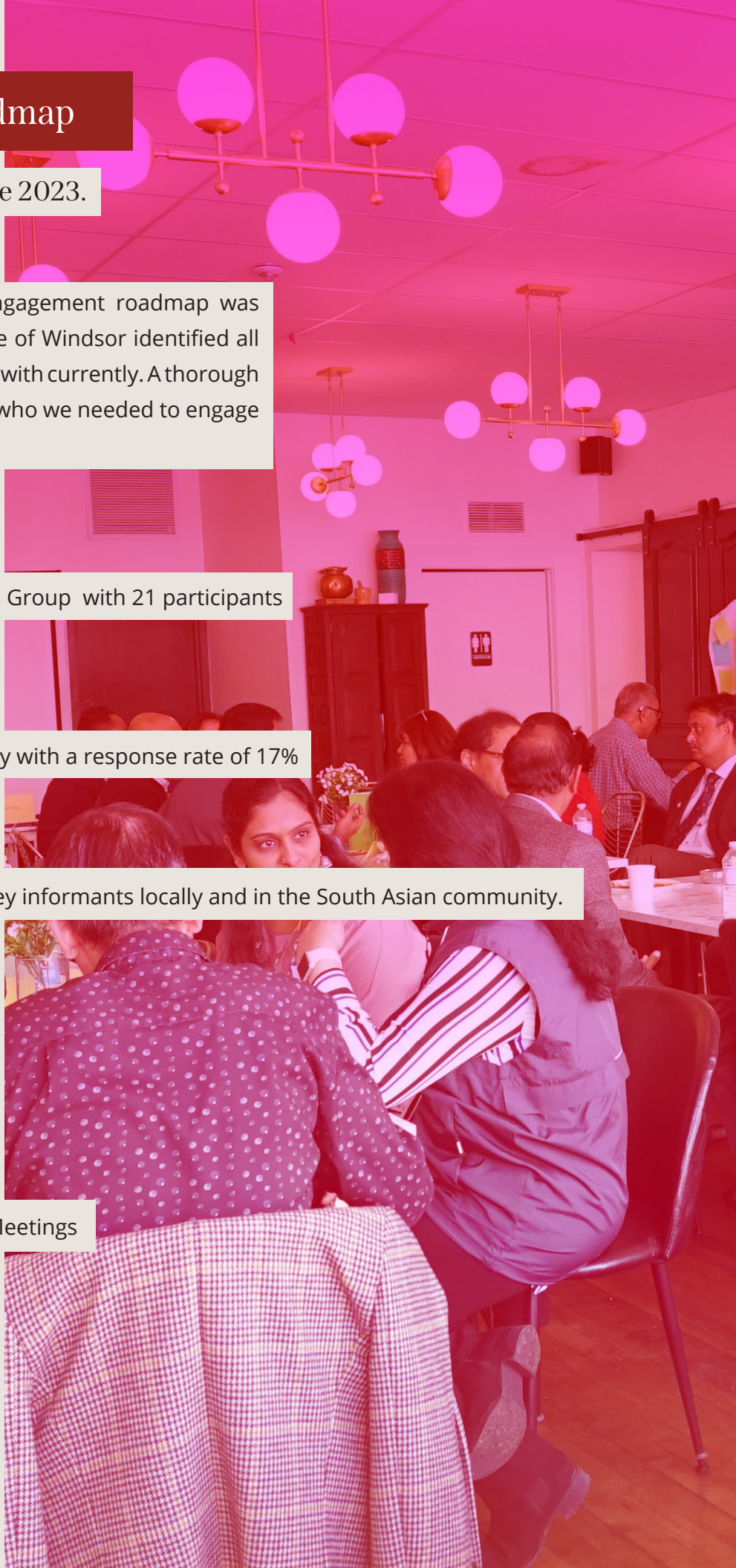
4 Interviews with key informants locally and in the South Asian community.



2 board retreats



7 Working Group Meetings



Closing

The strategic planning process was launched in May 2024. We wish to thank the Community Services Recovery Fund, Community Foundations of Canada, Government of Canada for their support in the development of this plan. With a working group, we designed the engagement approach and worked closely with Strategy Systems Inc. on delivering this plan. For us to be successful, we will need your continued support. We look forward to working with you on this exciting and bold plan, Progressing Together 2029.



Our Commitment

We commit to work on this plan and are quite excited about working closely with the communities, funders, volunteers and staff on this plan.

Stakeholders Feedback:

“ The centre addresses South Asian community’s concerns or issues in Windsor, such as immigration policies, discrimination, unemployment, health inequities etc with a unified voice.”

“ We need more intercommunity collaborations. ”

“ We need an organization with culturally responsive youth programs.”

“ Provide South Asian seniors support and services to reduce isolation and build social connections. ”

“ Newcomers need help to connect to resources and opportunities. ”



SOUTH ASIAN CENTRE






WANT TO BE A PART OF SACW?

SCAN BELOW TO FIND OUT




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OF *Windsor*
ESTD 1986.
CONNECTING PEOPLE | THRIVING COMMUNITIES

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-  @SACWindsor

FOR QUESTIONS OR COMMENTS,
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