



# MULTICULTURAL COUNCIL

OF WINDSOR AND ESSEX COUNTY

# 24/25 ANNUAL REPORT

## FROM OUR EXECUTIVE DIRECTOR



At the MCC we are deeply proud of our accomplishments and inspired by the opportunities that lie ahead. Our programs in resettlement and integration, language and education, health and wellness, employment, and cultural celebration continue to expand

and adapt to meet the evolving needs of our community. At the heart of our mission is a steadfast dedication to creating a welcoming and inclusive community for all.

Over the past year, we extended our programs and enhanced accessibility. We also increased cultural competency training for community partners, strengthening understanding and reinforcing the values of respect and inclusion. Our partnerships have grown stronger, allowing us to reach and support more individuals and families across Windsor-Essex.

A highlight of the year was the 2025 MCC Awards Gala, a celebration of diversity, inclusion, and community leadership. We were honoured to recognize Rob Petroni with the Herb Gray Harmony Award, Dr. Paul Ziter with the MCC Champion Award, and Christine Mbao Machina with the Kathleen Thomas Inspire Award. Each recipient exemplifies the values and spirit of our mission, and we are grateful for their outstanding contributions.

The Carrousel of the Nations continues to serve as a cultural cornerstone in our region. In a historic achievement, the festival was named the Top Festival and Event in Ontario by Attractions Ontario for the third consecutive year. Celebrating its 50th anniversary with record attendance, the Carrousel of the Nations remains the top festival in the province. This remarkable success is a testament to the dedication of our cultural villages, volunteers, and supporters.

We extend our sincere gratitude to our sponsors and funders. Your support enables us to deliver programs and services that change lives and strengthen our region. To our volunteers, including the members of our Board of Directors and Foundation Board, thank you for your unwavering leadership and dedication.

Finally, to the staff of the MCC, it is a privilege to work alongside such a compassionate and committed team. Your hard work and dedication uplifts and empowers our community each and every day. Thank you all for the incredible impact you make.

Sincerely,

Fred Francis,  
Executive Director

## FOUNDATION PRESIDENT'S GREETING



As I conclude my second year as President of the MCC Foundation, I am proud to reflect on a year marked by significant growth and meaningful transformation. Expansion at the MCC has been unprecedented, reaffirming our commitment to excellence in service delivery and strengthening our role as a

trusted partner in our community.

This year, the MCC's growth has extended well beyond numbers. It is evident in the broader scope and greater depth of the services offered, strengthening the organization's position as a cornerstone of inclusion, empowerment, and support for both newcomers and long-standing residents of our region.

At the heart of this progress is the dedication of MCC's staff. I wish to extend my sincere appreciation for their professionalism, tireless efforts, and unwavering passion for the mission. Their commitment to fostering a welcoming and supportive environment continues to have a profound impact on the lives of those we serve.

One of the year's most memorable highlights was the MCC's annual Awards Gala, held on May 1, 2025. This inspiring evening brought our community together to recognize individuals and organizations who champion diversity and inclusion. I extend heartfelt thanks to the volunteers and sponsors whose contributions ensured the success of this event. Your support is invaluable to the MCC's ongoing work and community impact.

The Foundation Board has also remained deeply engaged in advancing long-term priorities. Over the past year, we have overseen important building improvement projects as part of our strategic infrastructure plan. These initiatives are designed to ensure that MCC's facilities remain modern, resilient, and well-equipped to support the organization's expanding programs for years to come.

Looking ahead, I remain optimistic and energized about the future. The MCC is well-positioned for continued growth, and I am honoured to serve at such a pivotal time for the Foundation. With the continued support of our staff, volunteers, donors, and partners, I am confident that together we will continue to reach incredible heights for our agency.

Sincerely,

Anthony Mascaro,  
President, Foundation

# PRESIDENT'S GREETING



It is with great pride that I present my first report as President of the MCC Board of Directors. This past year has been an extraordinary journey, defined by meaningful progress, a shared sense of purpose, and an unwavering commitment to building a more

inclusive and welcoming community. I am deeply proud of the MCC's dedication to fostering belonging through education, engagement, and the celebration of diversity and equality.

Over the past year, the MCC has further strengthened its relationships with community leaders, corporate partners, and local organizations, ensuring that our programs remain responsive, innovative, and impactful. Guided by our outstanding management team, we have not only sustained our core initiatives but also introduced new programming that has fueled remarkable growth across Windsor Essex.

To our sponsors, funders, donors, and partners, thank you for your invaluable support. Your generosity is essential in helping us build a community where individuals and families feel empowered, valued, and proud to call Windsor-Essex home. Your commitment amplifies our mission and the many stories of resilience and success that define the MCC.

To our dedicated volunteers, we extend our deepest gratitude for your time, passion, and commitment. Year after year, your contributions create lasting impact, and our work would not be possible without you.

To the members of both the Agency and Foundation Boards, I am grateful for your vision, leadership, and steadfast support. Your guidance ensures the MCC's continued strength and success.

And to our exceptional staff, you are the heart of this organization. Your professionalism, compassion, and dedication to our clients are what truly drive our mission forward. I am continually inspired by your work and thankful for all that you do.

It is an honour to serve as President of the MCC Board, and I remain committed to supporting the growth and success of this remarkable organization. Together, we will continue to build a stronger, more inclusive Windsor-Essex.

Sincerely,

Dr. Saad Jasim,  
President, MCC Board of Directors



MULTICULTURAL  
COUNCIL  
OF WINDSOR AND ESSEX COUNTY

# 24/25 ANNUAL REPORT

## MCC FOUNDATION DIRECTORS 2024 - 2025

PRESIDENT - ANTHONY MASCARO

VICE PRESIDENT - MICHAEL DRAKE

DIRECTOR - DR. SAAD JASIM

DIRECTOR - ANDREW RANDALL

## MCC BOARD OF DIRECTORS 2024 - 2025

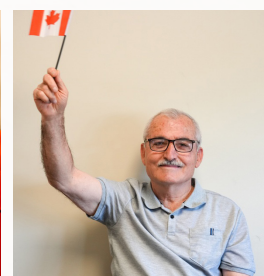
PRESIDENT - DR. SAAD JASIM

VICE PRESIDENT - NICOLE SBROCCA

VICE PRESIDENT - DINESH SINGH MALLA

PAST PRESIDENT - NEIL MCEACHRANE

DIRECTORS - DR. JUSTINE TAYLOR, DR. FAZLE BAKI, PAUL CARTER,  
DORIS LAPICO, ARUNA KousHIK





# 2025 MCC AWARDS GALA

For over 20 years, the MCC has held an annual evening of appreciation celebrating those who have made an outstanding contribution to building a community that is more welcoming for all.

## THREE AWARDS ARE PRESENTED:

### The Kathleen Thomas Inspire Award:

Recognizes a newcomer for their perseverance, optimism, and positive example provided to our community.



**Christine Mba Machina**  
2025 Kathleen Thomas Inspire  
Award Recipient  
Presented by St. Clair College

### The MCC Champion Award:

Celebrates significant contributions made to our community by first-generation Canadians.



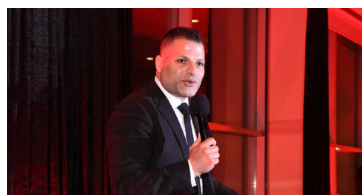
**Dr. Paul Ziter**  
2025 MCC Champion  
Award Recipient  
Presented by Cogeco

### The Herb Gray Harmony Award:

Recognizes an individual, business, or organization that has actively worked towards building a more harmonious community.



**Rob Petroni**  
2025 Herb Gray Harmony  
Award Recipient  
Presented by WFCU Credit Union





50 Years  
ANNIVERSARY

## CARROUSEL OF THE NATIONS

Celebrating its 50th Anniversary in 2025, and voted Top Festival in Ontario three consecutive years, the award-winning Carrousel of the Nations is an integral part of the region's summer festival season. Carrousel provides residents and visitors with exposure to a wide array of cultures and traditions which they may otherwise never experience. The MCC is proud to coordinate the efforts of individual ethnic communities, and to assist in educating and entertaining countless attendees as we celebrate the diversity that makes Windsor-Essex so amazing.

*"Thank you to all the villages, volunteers, sponsors, and community partners."*



### *A Welcoming Community for All*



# SERVICES OFFERED BY THE MCC

## LANGUAGE AND TRAINING

### INTERPRETATION & TRANSLATION SERVICES

MCC responds to a high volume of requests for interpretation and translation from organizations, businesses, government agencies, medical institutions, private sector partners, and individuals throughout Windsor-Essex and Chatham-Kent. With over 130 professional interpreters and translators fluent in more than 70 languages, MCC's Language Services division is one of the most efficient in the region.

### LANGUAGE INTERPRETATION SERVICES

This service is the only one in Windsor-Essex that provides free interpreters for victims of domestic violence, sexual violence, and human trafficking—available to both victims and service providers.

### CULTURAL COMPETENCY TRAINING

For over fifteen years, MCC has provided customized diversity and anti-racism training to organizations and businesses. Our programs go beyond awareness, equipping participants with practical tools, strategies, and insights to foster inclusive workplaces and communities. By combining interactive workshops, real-world scenarios, and expert guidance, MCC helps organizations create environments where diversity is valued, equity is promoted, and all individuals can thrive.

## EDUCATION

### MCC IGNITE ACADEMY

Ignite Academy is an after-school program developed by United Way Centraide Windsor-Essex Chatham-Kent as part of the ProsperUs initiative. The program supports students and families through a comprehensive approach that addresses both educational and basic needs. The program's mission is to strengthen numeracy and literacy skills while also promoting food security and offering wraparound services to reduce family pressures.

Recognizing that academic success is influenced by external factors, Ignite Academy fosters a stable, supportive environment for students and their families.

## MCC TALENT CONNECT



### EMPLOYMENT

The MCC Employment Services team is dedicated to helping clients from diverse communities build meaningful careers. Our programs focus on youth, adult workplace language development, and volunteering, giving clients the skills and experience they need to succeed. As an Employment Ontario provider, we connect clients to training, resources, and opportunities while also working closely with local employers to create direct pathways to employment.

Employment at MCC goes beyond job placement. Our staff offer personalized guidance and wraparound supports that address both settlement and personal needs, ensuring clients are ready to enter the workforce with confidence. By combining skill-building, employer connections, and holistic support, MCC helps clients not only find work but also establish long-term success in their careers.

## HEALTH & WELLNESS

### MCC HEALTH CLINIC

Our Nurse Practitioner provides care to MCC clients without a family physician. This free service does not require an Ontario Health Card. The Nurse Practitioner also represents MCC on various committees, advocating for improved health services and newcomer health needs.

### MCC HEALTH AND WELLNESS EXPO

The MCC Health and Wellness Expo has been a signature event in Windsor-Essex for more than 20 years. It brings together countless organizations and has welcomed thousands of clients, promoting healthy living, raising awareness, and improving access to local health services for newcomers and the wider community.

# AGM STATISTICS MATRIX 2024-2025

110,553  
SERVICES PROVIDED



11,220  
WORKSHOP  
ATTENDEES



4,174  
CLINIC SERVICES



5,7  
NEW CL



## SETTLEMENT & INTEGRATION SERVICES

### NEWCOMER SETTLEMENT PROGRAM (NSP)

The NSP program provides information and referrals for Naturalized Canadian Citizens, Refugee Claimants, Convention Refugees, Temporary Foreign Workers, and International Students.

### NEWCOMER YOUTH GROUP

This program offers a safe and supportive environment where youth can build confidence, develop skills, and make friends. Activities include Homework Club, employment support, sports and recreation, leadership development, and field trips throughout Windsor-Essex.

### COMMUNITY ENGAGEMENT PROGRAM

This series connects participants with local organizations and resources. Guest speakers introduce their expertise and highlight services that support newcomer integration.

### WINDSOR RESETTLEMENT ASSISTANCE PROGRAM (WRAP)

WRAP provides immediate and essential services to Government-Assisted Refugees during their first weeks in Canada. MCC staff greet clients at the Windsor Airport, arrange temporary housing, assist with securing permanent homes, enroll children in school, provide community referrals, and deliver essential life skills training.

### CLIENT SUPPORT SERVICES PROGRAM (CSS)

This nationwide program offers 12 to 18 months of personalized case management to Government-Assisted Refugees, easing their transition to new communities and homes.

### ORIENTATION SERVICES

Staff provide one-on-one support to help eligible clients adapt to life in Canada. Services include direct assistance, information, referrals, advocacy, and orientation for families throughout the settlement process.

### CANADA CONNECTS

This volunteer-based program matches newcomers with community members who provide friendship, cultural orientation, and language practice. Volunteers also help newcomers navigate services, build professional connections, and engage in community life.

### COMMUNITY OUTREACH PROGRAM

This initiative promotes MCC services across Windsor and Essex County by engaging with local agencies, businesses, and the wider community. Through events and partnerships, MCC raises awareness, builds relationships, and attracts new clients and supporters.

### SENIOR'S GROUP

MCC seniors gather weekly for conversation, friendship, and cultural exchange. Sessions also include discussions on Canadian culture, health, and wellness.

### NEWCOMER WOMEN'S ARTS AND CRAFTS GROUP

This group combines language learning with creative skill development. Participants take part in sewing, knitting, quilting, and community field trips that connect them to local services and resources.

### CONVERSATION CIRCLE LUNCH N' LEARN

This program provides an informal way for newcomers to practice English conversation skills. Our clients attend the group sessions to meet new friends, share ideas, and develop the language and cultural understanding they need for their successful integration into Canadian society.

### LANGUAGE TRAINING PROGRAM

Language Training offers newcomers English language training, covering four areas: listening, speaking, reading, and writing. Language Training offers seven levels of training. The classes are free of charge to those with permanent resident status, landed immigrants, and convention refugees.

### ORIENTATION TO ONTARIO (O2O)

This program provides essential information about resettling in Ontario and connecting to community services.



**1,607**

WORKSHOPS AND SESSIONS

**25,711**

SOCIAL MEDIA FOLLOWERS



**1.1+ MILLION**

PEOPLE REACHED THROUGH SOCIAL MEDIA



**13,332**

CLIENTS SERVED



**5,119**

HOURS OF INTERPRETATION

**2,380**

INTERPRETATIONS



**16,824**

COMMUNITY REFERRALS



# MULTICULTURAL COUNCIL

OF WINDSOR AND ESSEX COUNTY

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**OUR MISSION: TO CREATE A WELCOMING COMMUNITY FOR ALL THROUGH EDUCATION, COMMUNITY ENGAGEMENT, AND THE PROMOTION OF DIVERSITY AND EQUALITY.**

### TESTIMONIALS

"I am deeply grateful to MCC for providing such a wonderful environment for both learners and children. Having my two kids in the daycare while I studied English made a big difference. The staff were kind, caring, and truly attentive to the children's needs. Their support allowed me to focus on my studies with peace of mind." - Linda C, MCC Client

"In Women's Group session, I felt the staff's patient guidance and selfless dedication, which gave me a strong sense of warmth and community. Through interacting with other group members, my English has improved significantly, and my confidence and sense of belonging have grown as well. This warm and welcoming community has made me feel at home in a foreign land." - Wei, MCC Client

"Joining MCC Employment is one of the best thing that happened to me in Windsor. The MCC equipped me with various trainings and certifications that helped me secure employment. MCC treats us all equal and treats us like family with genuine respect and that makes me feel right at home. Thank you to all the MCC staff and a big thank you to Canada!" - Adebola Olatoye, MCC Talent Connect Client



**We would like to recognize our generous funders, sponsors, and partners for their support.**



Government of Canada

Gouvernement du Canada

Ontario Trillium Foundation



Fondation Trillium de l'Ontario



[www.themcc.com](http://www.themcc.com)

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