
ANNUAL REPORT 2021

CREDIBLE. PROFESSIONAL. ACCOUNTABLE. CANADIAN.





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MESSAGE FROM THE PRESIDENT

We are proud to report that we have had another successful year despite the pandemic. While working from home, our staff continued to provide a high level of employment programs and services, along with research and advocacy on issues important to the Chinese and racialized communities.

We successfully completed the three-year Bridging Program for Internationally Trained Accounting Professionals, delivered another Pre-apprenticeship Electrician Training Program, and provided a new pre-apprenticeship program for plumbers. The CPAC Enhanced Mentorship Program for young individuals under 35 was another success, thanks to the continued support from RBC Royal Bank.



Our research and advocacy efforts through the CPAC Institute reached a milestone. In October 2021, we released our first research report, Underrepresentation of Chinese Canadian Leadership in the Greater Toronto Area, which, for the first time, unveiled a vast gap between the percentage of Chinese Canadians in the general population (11%) and in top leadership in the largest organizations across all sectors (2%). The report also identified barriers and recommended solutions. The impact of this report is continuing.

Our research and advocacy work received support from a wide range of organizations and individuals. We would like to particularly acknowledge the funding from the Hudson's Bay Foundation, which enabled us to start the work on producing an anti-racism community information handbook for the East and Southeast Asian communities.

I would like to take this opportunity to thank all our funders, sponsors, donors, volunteers and supporters, and the hard work and dedication of our Board and staff.

A handwritten signature in cursive script, reading "Wang Ti".

Ti Wang
President

MISSION, VISION, CORE VALUES

MISSION STATEMENT

CPAC is a training, education and independent research organization, serving immigrant professionals and advocating on issues important to Chinese Canadians, with the goal of achieving the full potential of a diverse and inclusive Canadian society.

VISION

A leading advocate for an inclusive Canadian society where people of all backgrounds are respected and equitably represented.

CORE VALUES

Professionalism – To perform with the highest standard

Volunteerism – To serve with no expectation of reward

Integrity – To behave with honesty and moral uprightness

Respect – To have due regard for others and their feelings, wishes, rights and customs

MOTTO

Together, we define the future

CAREER SERVICES

CPAC has been serving the community of internationally educated professionals for three decades, offering a wide range of employment and career development programs and services. In response to the challenges brought about by the COVID- 19 pandemic since 2020, we had successfully developed a hybrid model of service delivery and continued to serve our clients via online platforms when possible and in-person training when necessary.

Services for Job Seekers

- Prepare participants for professional employment via employment counseling
- Help participants understand skills gaps, identify transferable skills, and explore areas of growth
- Work with participants to develop job search strategy and action plan
- Match participants to job openings based on their skills and career interest

Services for Employers

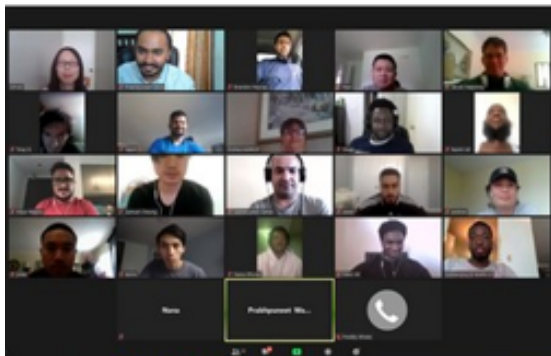
- Advertise job openings to members and the community
- Pre-screen candidates based on criteria set out by employers
- Provide promotional and hiring opportunities for employers at CPAC conferences and recruitment events

PRE- APPRENTICESHIP PROGRAMS

CPAC offered two Pre-Apprenticeship Training Programs in 2021, one for Electrician Training and the other for Plumber Training. These programs helped newcomers and youth from immigrant families to learn the necessary skills and start a gainful career in their chosen skilled trades.

Program participants received all necessary training for apprenticeship including Level 1 apprenticeship training and trade-specific skills development training, health & safety certification and academic upgrading.

In addition, work placement was provided to all participants, which was crucial to their getting a certificate and landing a job for a successful career.



" I was lucky to be enrolled in the CPAC electrical pre-apprentice program. From beginning to end, CPAC staff were always there to answer all of our questions and were very supportive and professional. CPAC gave me the opportunity to get my foot in the door with both classroom and work placement. We were also provided with health and safety training which is mandatory for working in the trade. I have just registered as an apprentice and started my journey to be a licensed electrician. I am thankful to CPAC for putting me on track to a great career.

-- Irfan Bhaiyat, Program Participant

" I am really thankful to the CPAC team because they help people with their careers. A friend who previously joined the electrician program recommended me and I enrolled with CPAC. It's all because of the opportunity provided by CPAC which has led me to where I am today. I am

now an apprentice working in the electrical field. I will refer my friends and family, and anyone who is looking for the right career to CPAC. Once again, thank you CPAC for showing me the way. "

--Andrew Shyn, Program Participant



"I have always wanted to be a skilled trade person but I tried so hard without success to find an employer who is willing to sponsor someone like me with no experience to be an apprentice. Fortunately, I learned about the CPAC plumbing pre-apprenticeship program and joined it. The program has everything I need to start my apprenticeship - knowledgeable instructors, program staff, health and safety training, plumbing tools, more importantly the connections to employers through placement. Thanks to the program I've finally become a plumbing apprentice and on the track to be a real plumber in the future."

--Zannian Chen, Program Participant

CPAC BRIDGING PROGRAM FOR INTERNATIONALLY TRAINED ACCOUNTING PROFESSIONALS

The CPAC Bridging Program for Internationally Trained Accounting Professionals, a three-year program funded by the Government of Ontario, ended in the spring of 2021. With training partners including Ryerson University, Seneca College and CPA Ontario, the program helped internationally trained accountants to gain the core competencies needed to start their accounting career in Canada.

The curriculum of the program included a series of components to address the skill gaps of immigrant professionals from different countries and different accounting systems.



CPAC- RBC ENHANCED MENTORSHIP PROGRAM

Mentorship has proved one of the most effective ways of helping immigrants starting their professional careers in their field. The CPAC Enhanced Mentorship Program, funded in part by RBC Royal Bank, aims to assist young professionals in gaining knowledge of the Canadian workplace, learning job search and related soft skills, and finding professional employments through the guidance and advice of established professionals (mentors). This enhanced mentorship program includes the additional components of employment counselling, effective communication, and job search training that make the participants (mentees) job-ready when they begin to meet with their mentors.

In 2021, the Mentorship Program was delivered completely online. Despite the COVID-19 pandemic, we helped 40 newcomers through the program. The majority of them have landed professional jobs in their trained fields.

Program Contents

- Mentoring by established professionals (12 weeks)
- Effective communication skills training
- One-on-one employment counselling
- Job search workshops
- Resume writing and interview preparation with an experienced career coach
- Internship and work placement opportunities

- Networking opportunities with our employers
- Connection with professional associations

Target Participants

- Job seekers in the field of Engineering, IT, Accounting and Finance

Program Eligibility

- Newcomer youth and youth from immigrant families Age 21 to 35
- Graduated from college or university
- CLB level 7 or above
- Eligible to work in Canada



"The CPAC-RBC Mentorship Program opened my mind and changed my thinking. I learned to be more confident in myself and trust my own capabilities. Also, I learned how to build and develop my network as well as writing effective resumes and perform best at interviews. Especially, I benefitted a lot from the guidance and help from my mentor throughout my job search. She helped me choose the right job and adapt to the new work environment. Thank you CPAC for this amazing program."

--Andrés Guevara

"I am very thankful that CPAC acts as a bridge to connect newcomers with resources and opportunities that enable them to start a new life here. As a participant of the mentorship program, I want to share my experience about mentoring. My mentor is very experienced in providing guidance and advice on job search and interview preparations. I have learned how to grasp the key points in a job posting and how to act professionally at virtual interviews. My mentor took time out of his busy schedule in order to prepare me for the final round of interview. Thanks to my mentor Kevin Chen, I finally succeeded in starting my career in Canada."

--Cecilia He

LEADERSHIP DEVELOPMENT PROGRAM

The CPAC Leadership Development Program was established to help internationally trained professionals and racialized Canadians to acquire practical leadership and management skills, thereby enabling them to move from technical into management roles and/or from junior to more senior positions. Instructors for this program are

experienced consultants, executive advisors, and university professors. Participants learn through situational role play and group exercises as well as theoretical instruction.

An important feature of the CPAC LDP is its value-added mentorship component following the completion of the structured classroom training. Each participant is provided with a senior leader in their specific field as their personal mentor for eight weeks of one-on-one mentoring activities.

In addition, graduates of the program become members of the CPAC Leadership Club, where they can continue developing their skills and network through seminars, networking events, and other opportunities.

The Leadership Development Program entails in-person class activities and was suspended during the COVID-19 pandemic. It is expected to resume in 2022.

CPAC INSTITUTE

CPAC Institute started its work in 2020, and was officially launched on October 18, 2021, as an independent research, education and training organization that provides research-based support for the understanding and elimination of systemic barriers to equity, diversity and inclusion (EDI) in Canadian society and for addressing specific issues concerning the well-being of Chinese Canadians.

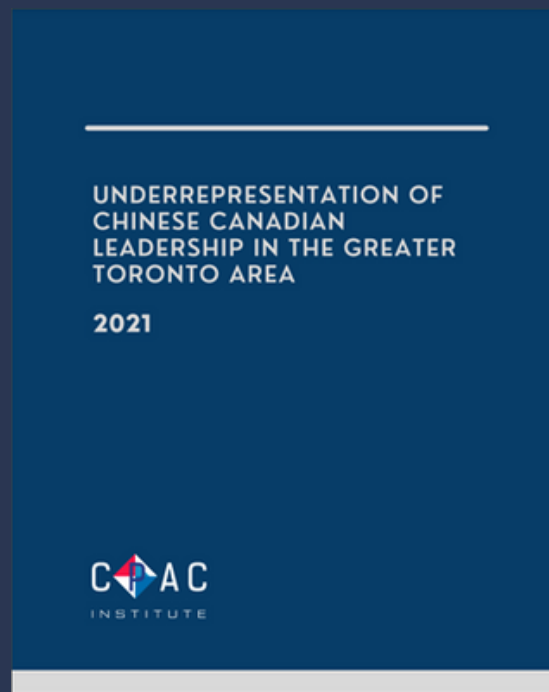
RESEARCH ON EQUITY, DIVERSITY AND INCLUSION

CPAC Institute released its first research report, *Underrepresentation of Chinese Canadian Leadership in the Greater Toronto Area*, on October 18, 2021. This study was the first to provide empirical data about Chinese Canadian representation in the most senior ranks of the largest organizations in the Greater Toronto Area and raised further concerns about the barriers that have kept this underrepresented group from accessing senior leadership positions.

This study examined eight major sectors including public service, judicial, corporate, core health care, education, charitable, elected office, and agencies, boards, and commissions. Data collected from 25 municipalities in the GTA revealed that, while Chinese Canadians make up 11% of

the GTA population, they represent only 2% of top-level leaders. Further, there is zero representation at the senior executive level in all the big accounting and law firms, or among the Directors or Associate Directors of Education in all 10 public and Catholic school boards.

The study revealed three key barriers to senior leadership positions that Chinese Canadians face: racial and gender biases, stereotypes, and discrimination in the workplace, the masculinized and westernized leadership stereotype, and the lack of mentorship support and role models at the senior executive level.



The study also recommended solutions for corporate, government and non-profit organization leaders to adopt.

With the continuous increase of anti-Asian and Anti-Chinese hate crimes and hate incidents, this study was timely for raising the critical awareness of the discrimination that Chinese and Asian communities have been experiencing, and providing strategies to enhance workplace equity, diversity and inclusion.

The release of the report has prompted many discussions within the Chinese community and in the broader society. Authors of the report have been guest speakers and panelists at a number of forums on anti-racism and EDI issues.

CALLING ON POLITICAL LEADERS TO ADDRESS RACISM AND HATE

The 2021 federal election provided an opportunity for citizens to question the political parties on their attitude toward racism and what they would do about it. In an attempt to secure a commitment from each of the three major parties to addressing hate and racism, particularly anti-Asian racism, we sent an open letter to the leaders of the Liberal, Conservative and New Democratic Parties, seeking answers to five specific questions.

The New Democratic Party and the Liberal Party provided specific answers, whereas the Conservative Party expressed an inability to give a fulsome response due to time restraint.

Both the Liberal and New Democratic Parties pledged to strengthen anti-racism infrastructure, increase support for anti-racism programs, and take immediate actions to control online hate. Both parties, however, sidestepped the specific ask of a national summit on anti-Asian racism.

Following the launch of the federal government's 50-30 challenge to advance gender parity (50%) and increase diversity (30%) in leadership roles, CPAC participated in the review and development of the Publicly Available Specification (PAS) to clarify the key terms and definitions to support the implementation of the Challenge. Our key requests were timeline, accountability and a minimum requirement of BIPOC (Black, Indigenous and People of Colour) representation.

We also participated in a number of other government consultations organized by the federal Anti-Racism Secretariat and the Canadian Race Relations Foundation.

At the municipal level, our Executive Director Andi Shi played a key part at the Mayor's Anti-Asian Racism Roundtable, which was established in March 2021 to address anti-Asian racism in the City of Toronto. The Roundtable worked on specific recommendations for the City to adopt as policies and action plan.

At the Toronto District School Board, our Executive Director participated in meetings with Trustees to develop a motion and made a powerful delegation to TDSB's Program and School Services Committee in support of the motion to require implementation of An Educator's Resource: Addressing Anti-Asian Racism. The motion was passed unanimously.

AWARENESS EDUCATION AND COMMUNITY INITIATIVES & COLLABORATION

CPAC organized and participated in a number of initiatives, activities and forums in its continued effort to address anti-Asian racism.

As a founding member of the ACT2endracism (Asian Canadians Together to End Racism) coalition, CPAC continued to play an important role in its discussions and initiatives. We supported its study on the experience of Asian Canadians with racism and hate crime reporting, and hosted a webinar on human rights and employment rights in advance of the International Day for the Elimination of Racial Discrimination.

In July 2022, we organized an online anti-Asian racism videos presentation and discussion in collaborated with the Stronger Together Coalition led by the Chinese Cultural Centre of Greater Toronto. The webinar provided an overview of the history and contemporary issues of Anti-Asian racism, and some of the contributing factors that perpetuated it.

In the months leading to the Chinese Leaders' Summit in June 2021, our President Ti Wang and Executive Director Andi Shi contributed as members of the event's Toronto Regional Committee and Outreach and Nomination Committee. The summit was an annual event created by the ACCT Foundation in collaboration with other Chinese community organizations to connect aspiring and established leaders, generate insights, discuss issues, and strategize on advancing Chinese leadership, representation and access.

We also promoted and participated in the Solidarity Rally at Nathan Philips Square and the Drive Rally around Queen's Park in March 2021 to protest against Asian hate.

In an effort to raise public awareness and address anti-Asian racism, our Executive Director Andi Shi spoke on the subject on numerous occasions, while sharing the findings of our research on underrepresentation of Chinese Canadian leadership.

CANADA WIDE SUPPORT

CPAC's effort in advancing racial equity and combating anti-Asian racism received wide recognition and support across Canada. In 2021, we received a record number of unsolicited donations from organizations and individuals alike, most notably the

Hudson's Bay Foundation, which donated \$100,000 to fund the production of an anti-racism community information handbook in English and multiple Asian languages. The most inspiring support came from the St. Francis Xavier High School in Gloucester, Ontario. In the 2021 Lenten Season, the school's Grade 8 students were tasked to research organizations that were meaningful to them, address the needs of our society, and make a difference in the lives of Canadians. They selected CPAC as an organization to support for our work in advancing equity and diversity, and organized a fundraising campaign for us.

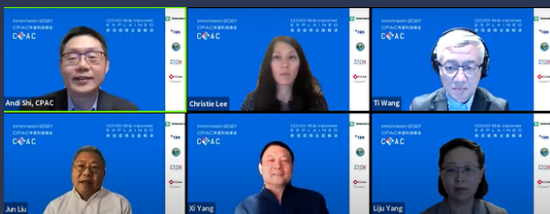
We were very honoured, encouraged and inspired by the wide range of support that we received, and wish to express our sincerest gratitude to each and every one of the individuals and organizations that supported us at a time that was difficult for Chinese and Asian Canadians.

MAJOR EVENTS

APRIL - INNOVISION SUMMIT



The InnoVision summit is normally devoted to the latest developments in technology. COVID-19 changed our lives and the ways we operated our business, and posed a great threat to public health. To respond to the need of accurate information and provide answers to questions from a great number of those in the Chinese Canadian community who faced language barriers, we presented a special online, Chinese language edition of the summit exclusively on COVID-19. Chinese speaking experts from different parts of Canada explained in detail about the disease, the vaccines and testing. The event was held on Zoom Webinar and live streamed through YouTube. More than 600 people attended the webinar and over 4000 people watched the video on YouTube during and after the event.



JUNE - ANNUAL GENERAL MEETING

The 2021 CPAC Annual General Meeting (AGM), was held on Zoom Meeting on the evening of Tuesday, June 29, 2021. This AGM agenda included CPAC's annual work report, financial report, by-law amendment, and a Q & A session for members to ask questions and make suggestions. As a member service component, a seminar on lawn maintenance and gardening was presented to meet the need of many members.



NOVEMBER - ANNUAL GALA

CPAC and CPAC Foundation successfully held their virtual Annual Gala on YouTube on the evening of November 26, 2021. With the theme of "Raising Awareness, Changing Attitudes," the event raised funds for CPAC's research and public education initiatives in combating anti-Asian racism and advancing racial equity, diversity and inclusion. A highlight of the gala event was the presentation of CPAC's two achievement awards - the



Professional Achievement Award and the Young Achiever's Award that celebrate and recognize the successes and contributions by Asian Canadians. The recipient of the 2020-2021 CPAC Professional Achievement Award was Dr. Yu Sun, an engineering professor at the University of Toronto and an international leader in robotic systems and devices for manipulating and characterizing cells and sub-cellular structures. The winner of the 2020-2021 CPAC Young Achiever's Award was Jason Xi, a first-year graduate student in Physical Therapy at University of Toronto. Jason co-founded Purple Hands, a homeless advocacy organization, during his undergraduate years at University of Western Ontario in London.



DECEMBER - WEBINAR: OMICRON, BOOSTER SHOT AND CHILDREN'S VACCINES

To help the Chinese community better understand and deal with the wave of Omicron, and get complete and accurate

information about the booster shot of the COVID-19 vaccines and the children's vaccines, we took the extraordinary measure of presenting a year-end webinar for the community on December 29, 2021, where Dr. Xi Yang, Canada Research Chair in Infection and Immunity Professor at the Department of Immunology, University of Manitoba and poetry enthusiast, explained the science and answered questions with doses of light-hearted, festive poetry, to the delight of about 300 in the audience.



YOUNG PROFESSIONALS DIVISION

CPAC's Young Professionals Division (YPD), also known as CPAC-Enlight, was built on the vision that young people can realize their potential by meeting and learning from the best in business and industry. Enlight members represent a wide range of academic fields and industry sectors. Through cross-industry, cross-functional collaborations, YPD hopes to help members develop skills, acquire new knowledge, and build networks – while having a lot of fun – that will help them succeed in today's dynamic global marketplace.

YPD fulfills its mission through a series of well-planned events and activities throughout the year. Due to the COVID-19 pandemic, YPD was forced to scale back its activities and presented all events in virtual.

FEBRUARY 16 – LEADERSHIP SEMINAR

Two engineering professionals shared their insights into leadership in three areas of life: career, volunteering, and family. Over 60 young professionals and students attended the online event.



MAY 30 - INVESTMENT PANEL EVENT

Many young professionals have good incomes and sizeable savings, and look for good investment opportunities. To meet this need, a panel of personal investment specialists were invited to provide them with key advice on investment.

JULY 2 - BIG DATA CAREER SEMINAR

To help graduating students land jobs as Data Analysts, CPAC Enlight invited four big data professionals to share their insights and experience and advise students on how to prepare at school and how to succeed at job interviews.

AUGUST 8 - LEADERSHIP AND CAREER DEVELOPMENT SHORT VIDEO SERIES



Five leader-managers were invited for interviews to provide advice about leadership and career development for today's young men and women. The footages of these interviews were edited into 15 short career advice videos, which were shared on Enlight's social media channels on TikTok, Xiao Hong Shu, and YouTube.

MEMBER SERVICES

JOB LISTING ON WEBSITE

After months of preparation, the Job Listing section of the CPAC website became live on the navigation bar in January 2021. Many professional jobs are advertised on this page on a weekly basis. Members and job seekers are invited to visit the CPAC website and scroll through job opportunities.

Employers are also invited to take advantage of this free service.

MEMBERSHIP DATA ARCHIVING

In an effort to digitize all membership data and go paperless, we retrieved all membership documents from commercial storage and turned them into digital files with backup copies. Up to date, about 90% of the archiving was done and the project is expected to complete within this year.

MEMBER BENEFITS

Members of CPAC are entitled to the following benefits

- Member discount for all training courses and special events, including professional conferences, seminars and workshops
- Free career services support including employment counselling, understanding the job market, interview skills, resume critique, etc.
- Save money on auto and home insurance with TD Insurance preferred rates
- Exclusive offer of up to 15,000 bonus points with the MBNA Rewards® Mastercard®
- Up to 25% discount on China Southern Airlines tickets
- 10% off tuition of popular courses offered by Moody's Analytics (CSI)

- Cashback and rewards on HSBC Corporate Employee Banking Program
- Ticket discounts at the ROM
- Extra 10% off of the whole purchase at Chinese Book City
- Priority volunteer opportunities for CPAC Members and their family members
- Receive CPAC e-newsletters and special updates on CPAC's services, events and activities, member benefits, and employment opportunities
- Voting right at CPAC's Annual General Meeting, and

More benefits as they come!

2021 FINANCIAL STATEMENT

CPAC

Statement of Operations Year ended December 31, 2021

	<u>2021</u>	<u>2020</u>
	\$	\$
Revenues		
Investment income	16,385	26,483
Membership fees	34,089	32,000
Sponsorship income	251,314	257,755
Administration recovery from CPAC Foundation	60,000	-
Government funded programs	599,194	517,368
International co-operation	28,996	36,638
Career Services	58,942	34,888
Other income	<u>349,951</u>	<u>318,584</u>
	<u>1,398,871</u>	<u>1,223,716</u>
Program expenses:		
Career Services	43,792	25,685
Salaries and benefits	290,635	203,557
Government funded programs expenditures	590,247	556,667
International co-operation	159	160
Other programs	<u>204,128</u>	<u>68,854</u>
	<u>1,128,961</u>	<u>854,923</u>
Administration expenses:		
Advertising and promotions	2,159	1,719
Interest and bank charges	4,561	6,154
Salaries and benefits	40,131	31,076
Insurance	12,078	11,499
Office expenses	13,066	14,735
Professional fees	9,995	8,395
Property maintenance and occupancy cost	38,574	45,364
Telephone	<u>3,089</u>	<u>4,298</u>
	<u>123,653</u>	<u>123,240</u>
Total expenses	<u>1,252,614</u>	<u>978,163</u>
Excess of Revenues Over Expenses from operations	146,257	245,553
Amortization	(45,740)	(46,836)
Gain on sale of marketable securities	122,154	14,810
Unrealized investment (loss) gain	<u>(31,583)</u>	<u>89,142</u>
Excess of Revenues Over Expenses	<u>191,088</u>	<u>302,669</u>

2021 FINANCIAL STATEMENT

CPAC

Statement of Financial Position December 31, 2021

	<u>2021</u>	<u>2020</u>
	\$	\$
Assets		
Current		
Cash and term deposits	209,740	128,980
Accounts receivable	337,929	113,893
Government remittances receivable	66,582	109,529
Prepaid expenses and deposits	<u>2,185</u>	<u>4,043</u>
	616,436	356,445
Loan receivable from CPAC Foundation	97,725	57,583
Property, plant and equipment	1,202,704	1,245,584
Marketable securities	<u>1,334,387</u>	<u>1,248,763</u>
	<u>3,251,252</u>	<u>2,908,375</u>
Liabilities		
Current		
Bank loan	66,654	23,796
Accounts payable and accruals	229,058	19,615
Deferred contribution related to RBC Mentorship Program	<u>-</u>	<u>13,500</u>
	295,712	56,911
Bank loan - long term	<u>40,000</u>	<u>96,654</u>
	<u>335,712</u>	<u>153,565</u>
Net Assets		
General fund	2,089,770	1,898,682
Membership fund	475,770	506,128
Contingency fund	<u>350,000</u>	<u>350,000</u>
	<u>2,915,540</u>	<u>2,754,810</u>
	<u>3,251,252</u>	<u>2,908,375</u>

FUNDERS, SPONSORS AND PARTNERS

On behalf of the members, clients and communities that we serve, we sincerely thank all the funders, sponsors and partners that support us.

OUR PARTNERS

TD Insurance
RBC Royal Bank
CPA Ontario
HSBC Bank Canada
China Southern Airlines
MBNA
Seneca College
Centennial College
Durham College
YWCA Toronto
Ryerson University
Moody's Analytics
Royal Ontario Museum
Chinese Book City

FUNDERS

Government of Ontario
Government of Canada
RBC Foundation
Hudson's Bay Foundation

OUR SPONSORS

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CAA South Central Ontario
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HUM Law Firm
CGICA

2021 CPAC BOARD OF DIRECTORS



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President



Helen Cao
VP/Treasurer



Mia Wang
VP/Secretary



Bess Song
Vice-President



Longhuan Kim



William Liu



Howard Shen



Eric Xiao



Andrew Xu



Lynda Xu



Margaret Yang



Lawrence Yu



Stan Yu



Hugh Zhao



Peter Zhou

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Joe Ng
Patron



David Kuo
Advisor



Richard Lim
Advisor



Ti Wang
president



Helen Cao



Adrian Cheung



Lai-King Hum



William Liu



Howard Shen



Eric Xiao

2021 CPAC BOARD COMMITTEES & STAFF

CPAC BOARD COMMITTEES

Executive Committee

Governance Committee

Finance Committee

Human Resources Committee

CPAC Foundation Committee

CPAC Institute Committee

Property & Investment
Committee

Young Professionals Division
(YPD) Committee

Public Relations Committee

Program and Key Events
Committee

Membership and Community
Service Committee

International Exchange
Committee

STAFF

Administration

Andi Shi, Executive Director

Nancy Fu, Office Coordinator

Program

Jason Yi, Program Manager

Lily He, Program manager

Olivia Lum, Employment
Counsellor & Job Developer

Anita Liu, Employment
Counsellor & Job Developer

Aliseen Bennett, Employment
Counsellor & Job Developer

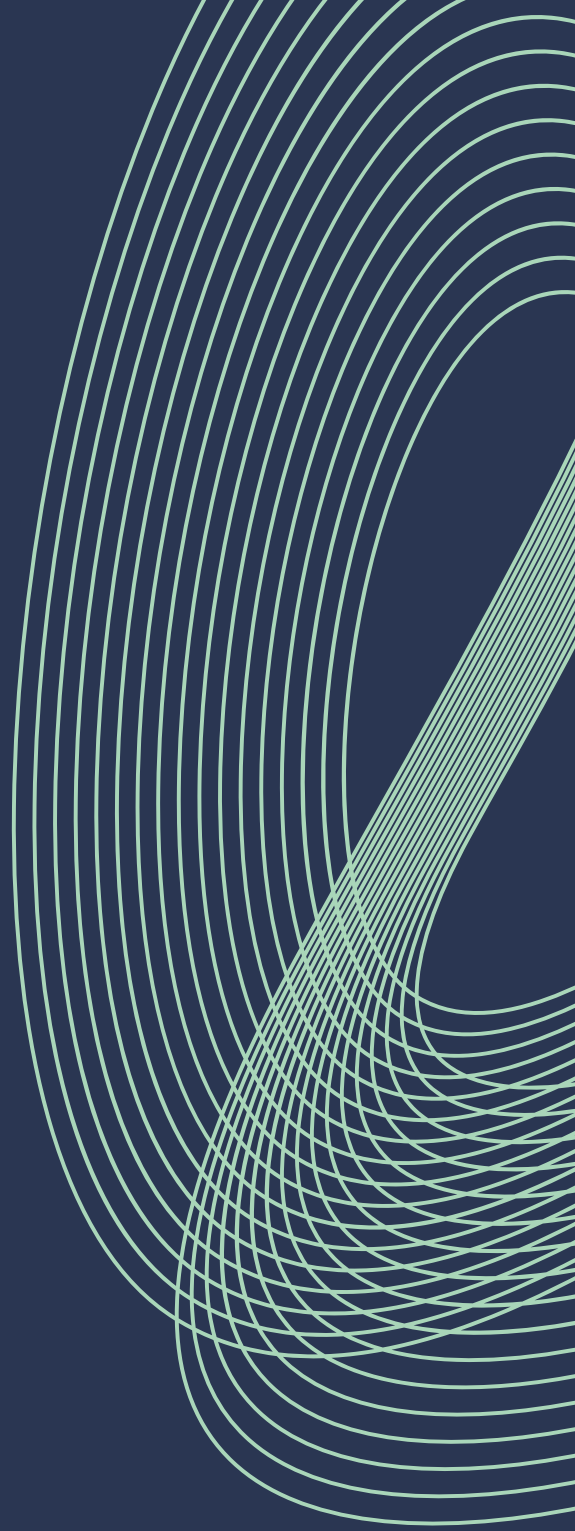
Operations

Joe Yang, Manager of Operations

Tinna Xu, Coordinator,
Communication and Events

CPAC Institute

Kate Zhang, Research Associate



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