



LIDLAW
FOUNDATION



Annual



Report



2015

Laidlaw at a Glance



Foundation House Since February 2016
A hub of innovation where we share a space and ideas with sector partners, collaborating towards a more transformative philanthropy

Our Vision

An inclusive society that values and supports the full engagement of its young people in the civic, social, economic and cultural life of diverse and environmentally healthy communities.

What We Do

Our Focus



Education system



Not-for-profit sector



Youth Justice



1. GRANT We invest in innovative ideas by and for youth.

Youth Sector Innovation

Changing the ways we work, and giving chances to new ideas.

- Innovation funds for partner organizations to try new strategies for tackling youth issues
- PopUP microgrants up to \$500 for first-time youth applicants and grassroots groups to get a foot in the door, test out their ideas, gain leadership experience

Capacity Building, Training and Skills Development

Supporting individuals and organizations to deepen their impact in the youth sector.

- Professional Development Grants up to \$1000 for young community workers to develop their skill base
- Organizational Development Grants up to \$5000 for organizations to improve their technical, management or leadership capacities

Youth-Led Community Change

Putting resources directly into the hands of young people.

- Grants of up to \$25,000 for youth-led initiatives across Ontario

Changing the Education System

Working with partners to develop community-based strategies that re-engage young people in formal education and unleash their potential.

Changing the Not-for-Profit Sector

Removing barriers to youth leadership in the not-for-profit sector.



2. CONVENE We gather stakeholders, exchange information and form collaborations for lasting change.

Youth Collective Impact

- A project in partnership with Innoweave and the Ontario Ministry of Children and Youth Services
- Supporting youth-focused organizations to form collaboratives and work in a Collective Impact model

Spring and Fall Learning Forums

To share key learnings and showcase grantee work

Roundtables



3. RESEARCH We champion research that generates immediate knowledge of youth issues.

Research in Action

Funding organizations to undertake community-based research projects that generate immediate, relevant knowledge of youth issues and the youth sector

Nathan Gilbert Youth Innovation Fellowship

Two annual awards of up to \$20,000 for young researchers to fill gaps in research into youth issues and engage with policy development.

Goals

- Systems-Level Change
- Knowledge Generation
- Advocate and Champion
- Increase the Reach

Contents

A Year of Collaboration 6

Our People 10

2015 at a Glance 12

Foundation House 14

Activities 16

Changing the Education System 17

Youth-Led Community Change 23

Capacity Building, Training and Skills Development 27

Research in Action 30

Youth Sector Innovation 33

Changing the Not-for-Profit Sector 44

Nathan Gilbert Youth Innovation Fellowship 46

Youth Collective Impact 48

Financial Overview 51



A Year of Collaboration

2015 was a year of fostering connections and collaborations at Laidlaw Foundation. Philanthropy can profoundly transform communities and impact lives when it is closely connected to individual and community experiences. As a champion of youth, we understand the importance of humility and proximity to communities in order to deepen our knowledge of the issues and challenges we seek to address. We are also realistic about the role our critical investments play in creating change: We cannot improve the lives of young people by ourselves. Therefore, our key priority throughout the past year was to join efforts with like-minded organizations and to connect with youth-focused funders and grantmakers.

Our focus on youth continues to anchor and guide us in investing in innovative, grassroots ideas and projects. In accordance with our strategic objectives, we supported over 125 initiatives through grants in 2015 and convened several forums around the issues of consent culture, youth mental health, and youth engagement in the federal election. We

also invested in a number of original research projects, among them Applied or Academic: High Impact Decisions for Ontario Students, a report by People for Education, and the Shared Platform Guidebook by the Ontario Nonprofit Network. And while doing all of this, we have been actively working on two successful initiatives in keeping with our priority to foster connections and collaborations: Youth Collective Impact and Foundation House.

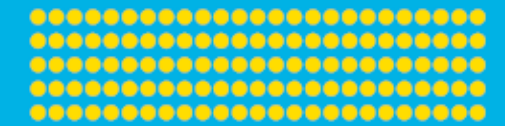
In December 2014, we launched Youth Collective Impact (Youth CI) in partnership with The J.W. McConnell Family Foundation's Innoweave platform, and the Ontario Ministry of Children and Youth Services. Youth CI helps organizations across Ontario develop an integrated approach to create meaningful, large-scale change for young people in their communities through workshops, coaching, and grants. By March 2017, Youth CI will have invested \$2.6 million to support collaboratives to develop a common agenda and be held accountable for achieving positive change for young people. Our work with Youth CI furthers

our commitment to provide necessary support for youth-focused collaboratives to grow their impact.

In February 2016, we moved into our new home, Foundation House, a shared office space we created along with The Lawson Foundation and The Counselling Foundation of Canada to promote collaboration among grantmakers and sector partners. Along with our two co-founders, we are proud to share the space with the Ontario Nonprofit Network, the Canadian Environmental Grantmakers' Network, GrantBook, the Philanthropic Foundations of Canada and The Circle on Philanthropy and Aboriginal Peoples in Canada. Moving was no easy feat; however, the process offered us an opportunity to dig into our past and re-appreciate our roots. In addition, Foundation House is truly shaping up to be an innovation hub and idea marketplace with a great potential to positively impact how and with whom we work. We are excited to move forward along our shared-space journey.

Additional milestones from the past year include pledging support for the Truth and Reconciliation Commission by signing the Philanthropic Community's Declaration of Action and presenting it to the Honourable Justice Murray

Highlights



Supported more than

125 initiatives

through grants



Launched

2 initiatives

Youth Collective Impact and Foundation House



Ended 2015 with an investment portfolio of over

\$72 Million



Pledged support for the Truth and Reconciliation Report by signing the Philanthropic Call to Action Declaration

Sinclair in Ottawa in June 2015. The declaration, currently endorsed by fifty-two philanthropic organizations across Canada, is a pledge to take concrete steps towards reconciliation by working with Aboriginal peoples in all their diversity. Our core values of youth engagement, civic engagement, diversity and inclusion align with Canada's indisputable need to involve young Aboriginal people in building a healthy future for all. Moving forward, we will be creating new collaboration and funding opportunities for Aboriginal-focused groups and organizations, increasing our support for and engagement in this area.

As for fiscal matters, we are happy to report that the state of our endowment has never been more robust. We ended 2015 with an investment portfolio of over \$72 million. In achieving this growth, a significant milestone has been the introduction of a socially responsible investment framework. Aligning financing decisions with our charitable purposes, and investing according to our environmental, social and governance standards, has been our desire for a long time. The implementation of this new financial strategy is proceeding according to plan: We are in the process of finalizing our search for an investment management service that meets our requirements,

which means excluding trading in holdings that invest in weaponry, alcohol and tobacco, pornography, and child labour.

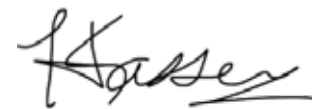
Complementing this, the Board has also approved a strategy to pursue Impact or Mission-related Investments. Moving forward, we will dedicate 5% of our endowment to these purposes. We are working with a professional firm to develop the necessary capacity and structure to fully implement a purposeful investment strategy.

Although this past year was, by any measure, a successful one with plenty of reasons to celebrate, we had a few challenges that provide us opportunities to reflect and do better in the coming year. The slow pace of the implementation of the mission-related investment plan has been frustrating – but a thoughtful approach requires proficiency that we are developing. In addition, our processes need continual improvement to support transparent, consistent, and proactive grantmaking. All of these are reminders of our collective desire to do better and our continued insistence on the highest standards of professionalism.

Finally, no annual reflection is complete without giving thanks where they are rightly deserved. If we are doing well, it

is thanks to our small but dedicated and mighty staff team who bring admirable passion and competency to the work of the Foundation. The Laidlaw Family's continued engagement in our work and support of our current direction also calls for a tribute. We could not thank our Board of Directors enough for being faithful and skillful custodians of Laidlaw Foundation's assets and reputation. We especially thank those who are leaving the Board after many years of dedicated service. This report pays tribute to their contribution and leadership over the many years.

At the end of this busy and rewarding year, we would also like to thank our grantees for their outstanding work.



Hanifa Kassam, Board Chair

But before we say our goodbye, the final gratitude of the year goes, without hesitation, to you: the friends of Laidlaw. Your continued support and excitement for our work means the world to us and the youth with whom we seek change, one step at a time. As we continue to invest in innovation, we invite you to create and collaborate with us, and with the youth who inspire us every day with their drive and imagination.

Thank you.



Jehad Aliweiwi, Executive Director

Our People

Board of Directors



Andrew Bedeau	Gave Lindo	Jen Apgar	Karen Ka Yan Ng
Brenda Pipitone	Hanifa Kassam	Jessica Hammell	Liban Abokor
Derek Ballantyne	Jamie Laidlaw	John Fox*	Shannon Litzenberger

* Left his role as the Chair of the Board in June 2015

Staff



Ajeev Bhatia	Denis Lefebvre***	Susan Brand
Ana Skinner*	Jehad Aliweiji	Tamer Ibrahim
Betul Keles**		

* On maternity leave since May 2015 ** Since May 2015 *** Left the Foundation in June 2015

Staff from left: Tamer Ibrahim, Ana Skinner, Betul Keles, Jehad Aliweiji, Ajeev Bhatia. Not pictured, Susan Brand



2014/2015 Committees

Finance and Audit



Andrew Bedeau	Jessica Hammell
Hanifa Kassam	Ken Gibson
Heather Brubacher	Tiffany Chan

Governance



Gave Lindo	Jen Apgar
Hanifa Kassam	Liban Abokor
Jamie Laidlaw	

Investment



Andrew Bedeau	Heather Hunter
Derek Ballantyne	Jessica Hammell
Ed Kwan	John Fox
Hanifa Kassam	Steve Dorey

Granting



Brenda Pipitone	Karen Ka Yan Ng
Hanifa Kassam	Liban Abokor
Jamie Laidlaw	Shannon Litzenberger
Jen Apgar	

Youth-Led Community Change



André Vashist	Jessica Hammell
Dylan Cohen	Liban Abokor
Hanifa Kassam	Rihkee Strapp
Harnoor Gill	Sonja Pesko
Hawa Mire	

Nathan Gilbert Youth Fellowship



Allan Broadbent	Liban Abokor
Anniq Ferrel	Nathan Gilbert
Elizabeth McIsaac	Shannon Litzenberger

2015 at a Glance

8 Granting Programs

- Changing the Education System **9** Grants **\$636,860**
- Youth-Led Community Change **16** Grants **\$298,640**
- Capacity Building, Training & Skills Development **37** Grants
- Research in Action **6** Grants **\$180,650**
- Youth Sector Innovation **52** Grants **\$124,000**
- Changing the Not-for-Profit Sector **4** Grants **\$78,017**
- Nathan Gilbert Youth Innovation Fellowship **2** Fellowships **\$40,000**
- Youth Collective Impact **27** Initiatives

153

Grants awarded

including **27**

Youth Collective Impact Initiatives

\$75,000

Largest grant



\$3,233,344

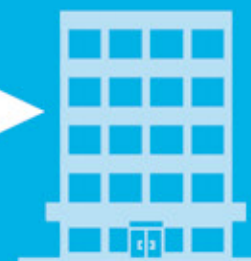
Total Expenditures

\$4,150,168

Excess of Revenue Over Expenditures

New Home

Foundation House, 2 St. Clair Ave. E., Toronto



3 Founding partners

- Laidlaw Foundation
- The Lawson Foundation
- The Counseling Foundation of Canada

6 Committees

Finance and Audit
Governance
Investment

Granting
Youth-led Community Change
Nathan Gilbert Youth Fellowship



Foundation House



The Executive Directors signing the memorandum of understanding.

One of the most exciting developments of 2015 was our move to Foundation House, so before we present the details of our work, we would like to say a few words about where we're working.

As grantmakers, we highlight the importance of collaboration to our grantees and community partners time and again, encouraging youth-led organizations, decision makers,

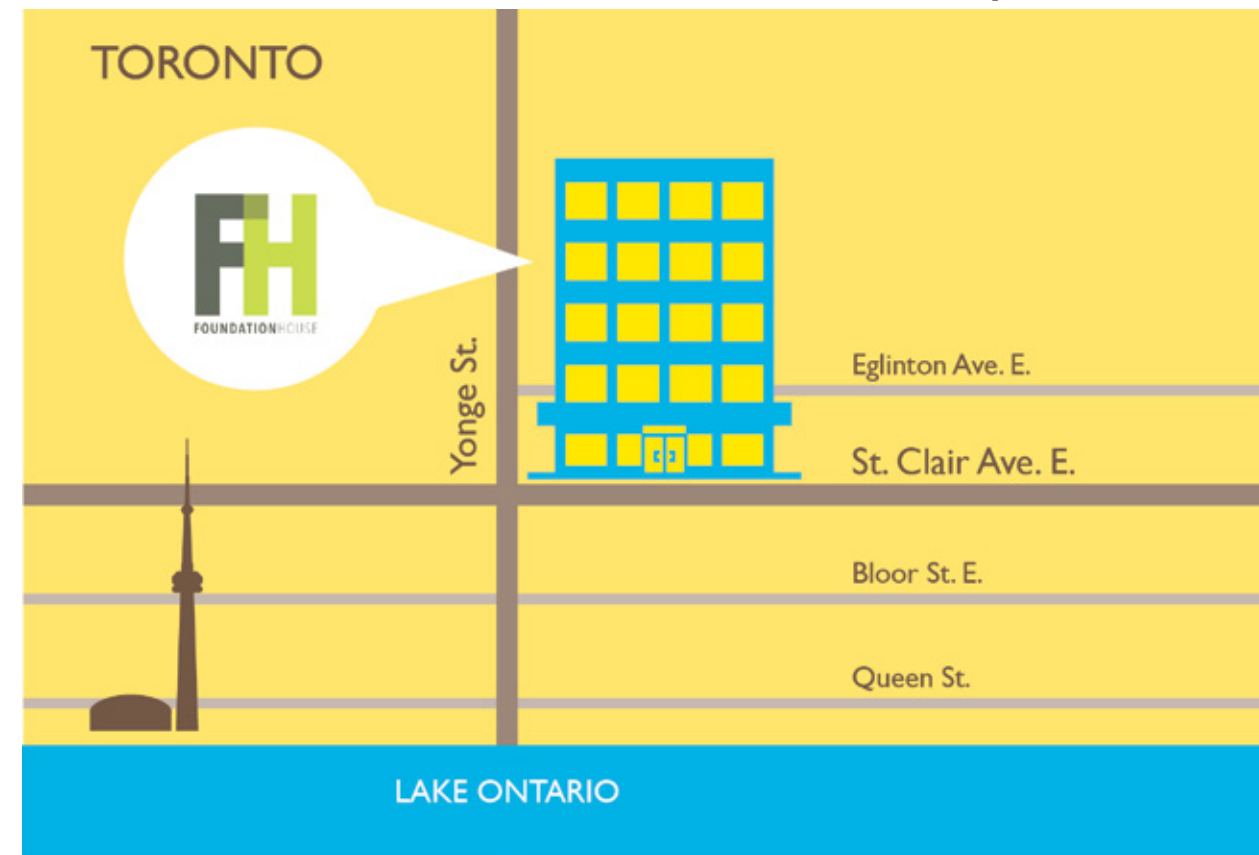
and community organizations to work together to find, create, and work towards common goals. Our new home is not only an office, but a physical manifestation of the ideals we espouse.

The idea of a collective roof over like-minded organizations dates back to an auspicious meeting in Banff in 2014. Over time, the idea grew into a detailed concept, eventually finding its form in the spatial experiment that is Foundation House, where organizations work within a shared culture of openness and innovation, exchanging ideas towards a more transformative philanthropy.

After months of planning and deliberation, we moved into our new residence on February 19, 2016, along with our founding partners,

The Lawson Foundation and The Counseling Foundation of Canada. Foundation House is also home to the Ontario Nonprofit Network, the Canadian Environmental Grantmakers' Network, GrantBook, the Philanthropic Foundations of Canada and The Circle on Philanthropy and Aboriginal Peoples in Canada. We are proud to conduct all of our granting, collaboration and research activities in this new hub of leadership, and look forward to fostering stronger connections and broadening our horizons in our new home.

Map not to scale



Activities

Changing the Education System 17

Youth-Led Community Change 23

Capacity Building, Training and Skills Development 27

Research in Action 30

Youth Sector Innovation 33

Changing the Not-for-Profit Sector 44

Nathan Gilbert Youth Innovation Fellowship 46

Youth Collective Impact 48



Changing the Education System

A serious look at our education system raises concerns about who benefits from the opportunities available, and who gets left behind. We believe that *all* young people deserve meaningful, holistic and relevant education that supports their positive development into adulthood. We work with the understanding that creating equitable, inspiring educational opportunities requires collaboration between the formal education system and community groups. To this end, we are working with youth-focused partners to develop community-based strategies that support young people to attain credits, re-engage with formal education, unleash their potential, and form effective pathways to success.

While we continue to support our 2014 cohort, we have also welcomed four new groups this year. We are looking forward to supporting their projects over the next three years.



9 Grants

\$636,860 Total awarded

Grantee Snapshots

Centre[3] for Print and Media Arts

Centre[3]’s NuSteel Education Program is an alternative, project-based learning program for youth in Hamilton who have been disenfranchised from the mainstream school system. The program provides a safe and welcoming environment for youth and re-engages them in education through the arts, giving artistically-inclined students the chance to work and learn alongside artists from the community.

NuSteel is a partnership with the Hamilton-Wentworth District School

Once they feel safe and welcome, youth are ready to take risks and push themselves harder.

Board alternative education system: students who face barriers due to mental health issues, learning difficulties and family problems are referred to the program if they are interested in arts-based learning. The school board provides a teacher to help design programming, and Centre[3] hires an on-site artist technician to work with the students on a daily basis, alongside community artists to teach the students a variety of skills.

Students also get to go on culture-based field trips and turn some of their artwork into economic opportunities.

NuSteel is in its third year. Contrary to their initial expectations, Centre[3] has found that students in the program are willing and able to work through a rigorous curriculum of academic thinking and application. Once they feel safe and welcome, youth are ready to take risks and push themselves harder. The program has a very high retention rate at 90%: Students earn high school credits toward their OSSD while experiencing an increase in self-esteem, acquiring an increasingly positive attitude towards

learning and gaining a broad perspective around potential future careers in culture-based industries. Students come away from their experience with a strong sense of belonging, talking about Centre[3] as being their 'home away from home', and about their class as being their 'family'.

The successes do not come without challenges: Students in the program face complex issues. Many provide care for a family member or need to work to support their family, and most have learning disabilities or mental health issues. Though NuSteel has a social

worker who visits bi-weekly, as well as a nutrition program in place, Centre[3] needs more bursaries to ease the burden on their students and would highly benefit from an Educational Assistant to help with one-on-one work in the classroom.

NuSteel has become very popular in the alternative education community and now has a waiting list of students. Centre[3] is currently in talks to see how the program may be expanded without losing the essential elements of one-on-one attention and small classes.



Centre[3] for Print and Media Arts

Changing the Education System Grants

ORGANIZATION	GRANT (\$)
Amadeusz	75,000
Centre[3] for Print and Media Arts	75,000
Foodshare	57,056
Success Beyond Limits	75,000
Teach2Learn	55,000
Teach for Canada	75,000
Trust 15	75,000
Youth Association for Academics and Character Education	75,000
Youth Leaps	74,804

FoodShare

FoodShare's School Grown program is a schoolyard farming social enterprise that gives students a chance to earn school credits and get paid while practicing urban farming at their high schools. The program increases food literacy by getting youth involved in every step of food production, connects classroom learning with the hands-on skills students are learning in the field and at their food markets, and creates leadership opportunities for youth.

School Grown is a partnership with the Toronto District School Board. Currently, two high schools participate in the

program, providing the space for the gardens, cooking and the market, while FoodShare provides leadership and hires the students: Those who have not yet had a job, are behind in credit accumulation, and face systemic barriers to accessing work are prioritized. These students then get to farm and run the market, and some have also been hired as curriculum writers and public speakers for the program.

FoodShare has found that students in the program respond well to high expectations and adults who value their lived experiences. Attendance rates for the program are higher than they are in school, and the students benefit from the meaningful leadership opportunities as

well as the creative transformation of their school space. The program values the voice of youth and the students, in turn, value this aspect of the program.

A big challenge School Grown faces is the lack of supports and opportunities for the young people they reach, including racialized youth and youth with different learning abilities, along with the bureaucracy of accessing school spaces as a community group. FoodShare is looking for even more ways to provide ongoing opportunities for the students to work with them in this youth-centred program.

Trust 15

Trust 15 Youth Community Support Organization provides youth in the Rexdale/North Etobicoke area with multiple programs that promote and facilitate positive behaviour, creative expression, and cooperative working skills in order to address the challenges young people face in the educational system.

Their three after-school drop-in programs, Ladies on the Rise, Girls on the Rise, and Men of Distinction, provide youth a safe space in which to discuss their real life issues, connect participants with mentors and community leaders, and have an

Trust 15 works to fill an opportunity gap created by inequality.

educational component that gives youth access to tutoring. Participants play an active role in planning weekly activities. Across the programs, youth have access to many leadership opportunities: Students have the chance to lead younger age groups, to actively contribute to board meetings, and to participate in all aspects of the planning and execution of the annual fundraising dinner. This year also saw the development of a new tutoring program which gives students and parents a say over who they can comfortably work with, as opposed to formal random assignments.

Trust 15 works to fill an opportunity gap created by inequality: Toronto neighbourhoods vary enormously in the quality and quantity of services, supports, and opportunities available for youth and their families. The youth they work with face many socio-economic issues ranging from food insecurity to inadequate housing, and face discrimination in the educational system. The resulting disengagement affects not only youth, but

Photo by Greenfuse Photography





Trust 15

an entire community. While they believe programs can and do help young people beat the odds,

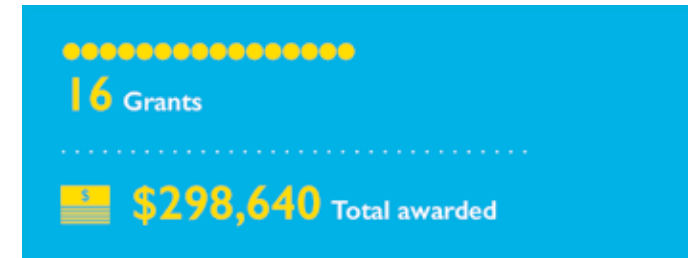
Trust 15 highlights that more is needed: In their words, youth grow up in communities, not programs. Young people must be given the tools and trust to affect meaningful change in their neighbourhoods and futures.

Trust 15 is looking forward to their 4-day Ottawa trip for 50 girls in the summer of 2016, and the launching of a new literacy and motivational program for boys aged 8-13 in the fall.

Youth-Led Community Change

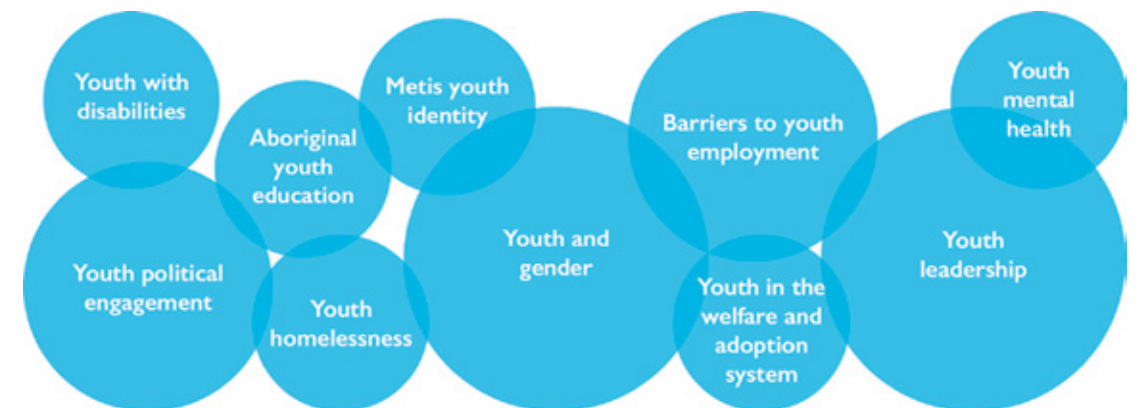
The Youth-Led Community Change Program is a funding stream that puts resources directly into the hands of young people to address the issues affecting their communities in new, meaningful ways. Our aim is to support youth leadership and to bring youth voices and lived experiences to the forefront, giving a chance to disruptive ideas and projects.

Through the program, we support projects that work to reach young people who are not being engaged effectively by formal education and social systems, and projects that bring attention to the priorities of youth by working towards



having youth perspectives heard by decision makers. All initiatives must be led by youth themselves. As part of our commitment to making the not-for-profit sector more inclusive of youth leadership, we do not require groups to be registered charities to access support.

Critical Issues Addressed in Youth-led Community Change Projects*



* Bubble size proportional to number of projects addressing issue

In 2015, we received 161 applications, demonstrating the willingness of youth across Ontario to shake up the status quo and affect change towards a more

inclusive society. We funded 16 projects focusing on a range of critical and intersecting issues.

Youth-Led Community Change Grants

ORGANIZATION	GRANT (\$)
A4L Youth Nexus	25,000
Autism Teenage Partnership	25,000
Bad Subject	24,640
Canadian University Press	25,000
Kawartha World Issues Centre	17,500
Kitchenuhmaykoosib Inninuwug Youth Leadership Council	21,100
MaRS Discovery District - Studio Y	13,700
McQuesten Youth Opportunity Creators	6,000
Montfort Renaissance	13,000
Muslim Resource Centre for Social Support and Integration	22,900
NGen Youth Centre	20,000
Regional Youth Roundtable	21,300
Sarnia Lambton Rebound – GPS (Getting Possibilities Started) & Spectrum	10,000
Street Voices	20,000
Together We Flourish	8,500
Toronto and York Region Metis Council	25,000

In Their Own Words: Bad Subject

“Bad Subject is a youth-led initiative that offers activity-based workshops on consent and relevant topics to youth, educators, and professionals. We began as two young women sharing stories about how to survive rape culture (read: a society that tells you your body is disposable), and we have become organizers creating and implementing education that actively dismantles these societal norms. We couldn’t have done this without all the people who believed in us - from teachers to graphic designers to lawyers to social workers - and when we look

back, we can see that one of the biggest moments for us was getting that first Laidlaw grant in 2014. It was a huge leap of faith for Laidlaw to back up the big plans of two young women with no prior sector experience: We had never even written a grant before.

Laidlaw provided us with a legitimacy that opened doors and with the capacity to devote paid hours to doing this work. Our grant allowed us to develop our workshops, expand our network, and evaluate our program, leading us to successfully acquire a YOF Trillium Seed Grant in 2015. Developing and evaluating our program, we were able to take something profoundly negative

161 applications from across Ontario were received for the Youth-led Community Change Program.



capacity in management, governance, and technical areas. With our funding, groups may, for example, purchase legal services for incorporation or invest in professional consultancy for strategic planning. *The Professional Development Grant* allows

individuals to develop their knowledge, resource and skill base. Young community workers and organizers may use the funds to help reach their professional development goals through conferences, workshops, or creative means.

Capacity Building, Training and Skills Development Grants

ORGANIZATION	GRANT (\$)
ArtReach	4,851
BCS Youth Leaders	5,000
Business in the Streets	5,000
CapacityWise Community Development	4,950
Carleton University Students' Association Inc	4,000
Charlie's FreeWheels	5,000
Citizen Empowerment Project	5,000
Currant	5,000
DawaNet	5,000
Young.Empowered.Women.Of.Scarborough (EWOS)	5,000
Etc. Youth	3,750
FCJ Refugee Centre	5,000
Festive Currents	5,000
FoodShare Toronto	5,000
Just BGRAPHIC Inc	5,000
Krafty Queers	4,978
Lifted By Purpose	5,000

Capacity Building, Training and Skills Development Grants (continued)

ORGANIZATION	GRANT (\$)
Lost Lyrics	4,850
Napanee and Area Community Health Centre	5,000
National Campus and Community Radio Association	5,000
Neptune Youth Council	5,000
Next Gen Men	3,920
NGen (New Generation) Youth Centre	5,000
Ontario EcoSchools	5,000
Ontario Nature	5,000
Promoting Education and Community Health	4,750
The I do! Project	5,000
Visions of Science Network for Learning	5,000
Youth Connection Association for Academic Excellence Inc.	5,000
YWCA Toronto	4,185

Professional Development Grants

INDIVIDUALS	GRANT (\$)
Brendon Koabel	1,000
Charlie Andrews	1,000
Hayley Moody	631
Elisha King	1,000
Jennifer Harvey	1,000
Jermaine Henry	750
Shannon Ashman	765

Research in Action



6 Grants

\$180,650 Total awarded

Identifying and responding to the needs of youth, increasing youth civic engagement, and changing the not-for-profit sector to better support youth leadership, cannot be done without immediate and relevant knowledge of youth issues. We believe that community-based research can generate invaluable insight into the directions that grantmakers, youth-based organizations, and decision makers need to take for true and meaningful inclusion. In 2015, we supported seven innovative research projects that shed light into different aspects of youth issues and the youth sector.

People for Education

We have a vested interest in closing the student achievement gap in the education system and believe that streaming puts students on an unequal playing field.

This interest drove us to commission a report by People for Education that recounts the consequences of students making life-altering decisions in Grade 8 when choosing whether or not to take university-gearred courses in high school.

The report *Applied or Academic: High Impact Decisions for Ontario Students* reveals that streaming sets students up for failure by pushing them to make a critical decision for their future at a



tender age. Students in early adolescence are experiencing tremendous changes, and the education system needs to be more flexible in this critical decision-making process.

We are already seeing examples of schools that have done away with streaming: The change proved successful at Granite Ridge Education Centre in Kingston, where giving students another year before choosing between applied and academic math, and providing extra support to those who had trouble, resulted in higher provincial standardized test scores for the whole school.

People for Education released the report on April 13, 2015. We continue to

work with them to engage policymakers and educators in a conversation about education that works for *all* students.

FCJ Refugee Centre

Access to inclusive, relevant education is paramount to the success of all youth. For the past two years, we have supported the FCJ Refugee Centre's *Uprooted Education Project*, a participatory research project by the FCJ Youth Network exploring the barriers to the full and equitable participation of newcomer and precarious migrant youth in the Ontario Secondary School System. The project came to a completion this year, and FCJ Refugee Centre has presented their findings in a report, now available on their website.

“Ending streaming has proved successful for Granite Ridge school near Kingston, which merged applied and academic math and provided extra help for students who had trouble keeping up. It has since seen a jump in provincial standardized test scores”

(The Toronto Star, April 13, 2015)

“A new report from People for Education says Ontario students are being asked to make critical decisions about the direction of their education at too young an age”

(CBC News, April 13, 2015)

The *Uprooted Education: 2016 Ontario Report* details the experiences of youth with precarious immigration status under five themes, identified by the youth themselves, and provides actionable recommendations to policymakers and educational institutions to fulfill every young person's human right to education. The FCJ Refugee Centre considers the report an organic document, and looks forward to continuing their work to support newcomer and migrant youth as they navigate Ontario's education system.

REPORT CARD	
GETTING IN <small>How Ontario Secondary School Boards, the Ministry of Education and other relevant actors (including principals, vice principals, secretaries, and other school staff) facilitate or impede newcomer youth, particularly those with precarious immigration status, from getting into high school in Ontario.</small>	F
EQUITABLE PARTICIPATION <small>To what extent precarious immigration status youth feel included once in school, and valued as equal participants with diverse lived experiences; and how these experiences impact their participation in school.</small>	C-
ANTI-DISCRIMINATION <small>How effective are current anti-discrimination policies in making precarious immigration status youth feel safe and included in schools. To what extent is immigration status recognized as a contributing factor to the complex relationship of power, privilege and oppression of students; are there appropriate and safe mechanisms for complaints.</small>	D
SUPPORT <small>What level of support exists for newcomer students in Ontario schools? Is this support effective and responsive to the nuanced needs of precarious immigration status students? Are links being made to community agencies to fill gaps and meet emerging challenges?</small>	C+
MOVING ON <small>How effective are school-based actors (teachers, guidance counselors, administrators, etc) in offering advice and support for the transition out of high school. Does this advice recognize the limited possibilities for youth with certain statuses? Is any advocacy being done to open more doors?</small>	D-


Report card from *Uprooted Education: 2016 Ontario Report*

Youth Sector Innovation

The Youth Sector Innovation Fund allows us to collaborate with experts and commission projects on pressing, urgent issues impacting communities. Within this program, we work with partners to test out new strategies to tackle the priorities raised by young people. We also provide funding opportunities geared towards first-time applicants and grassroots groups: Our small but mighty PopUP funding is an initiative of this Fund. PopUP funds are microgrants of up to \$500 for young people to bring creative ideas to life without the burden of managing a large budget within a long-term project.



52 Grants

 **\$124,000** Total awarded

were granted to projects dedicated to improving the conversations around consent, sexual wellbeing, and healthy relationships among youth. With federal elections in the fall, we supported 20 projects focused on engaging youth in the democratic process in multiple ways. Youth mental health PopUPs supported projects addressing mental health and well-being among youth.

In 2015, we provided PopUP grants in three areas: Consent culture PopUPs

PopUP – Black Women in Motion



Research Grants

ORGANIZATION	GRANT (\$)
For Youth Initiative	32,500
People for Education	30,000
Project Lucid	20,000
The I Do! Project	64,675
Visions of Science Network for Learning	25,000
Youth Wellbeing Indices Project	8,475

Youth Sector Innovation Grants

ORGANIZATION	GRANT (\$)
Apathy is Boring	30,000
Samara	20,000
Democracy Education Network	25,000
jack.org	25,000
PopUP Consent Culture – \$500 each	
Atara	Movement from the Margins
Black Women in Motion	Project Creative Users
Canadian Tamil Youth Development	Scarborough Cares About Community
CANVAS	Sexual Assault Clothesline
League of Silence Assassins	SpeakSudan
Lost Lyrics	Spreading Consent Culture
Love Yourself First: The Truth Hurts Radio Show	Stop Sexual Assault at York University
ManUP	Younion
Mentoring Arts Tutoring Athletics	
PopUP Strengthening Youth Engagement in the Federal Election – \$500 each	
Apathy is Boring	Literacy Through Hip Hop
Be the Vote	Model City Hall
Black Women in Motion	North BurLINKton/3 Things for Burlington

Youth Sector Innovation Grants (continued)

ORGANIZATION	GRANT (\$)
Canadian Arab Institute	Vote and Have Fun
Carleton University Students' Association	Vote Savvy
Citizen Empowerment Project	Vote Smart: The Next Generation of Educated Voters
DawaNet	Welland Heritage Council & Multicultural Centre
DreBu	whyvote
Feminist Canada	Windsor Pride-Schools OUT
Intergenerational Equity Forum 2015	Women & Politics
PopUP Strengthening Youth Engagement in the Federal Election – \$500 each	
Anatolia Islamic Centre	Lifted by Purpose
Beating Exam Blues	Panic, Anxiety, & Stress Support Kit
Egale Canada Human Rights Trust Project: Egale Youth OUTreach	Street Health Centre - Kingston Community Health Centre
Egale Canada Human Rights Trust Project: Perception Peer Support Group	TVA jack.org
jack.org -- Brescia	Youth Oolagen Team
jack.org UWindsor	

Projects at a Glance

Apathy is Boring

Apathy is Boring is a national, youth-led and non-partisan charitable organization working to empower and educate youth who are under-engaged in civic life. They are working to help cities across Ontario become more youth-friendly and engage youth in decision-making processes. Apathy is Boring has been conducting youth engagement audits in cities for the past three years, and most recently completed an audit in the City of Kitchener. The audit is a unique consultation process that involves decision makers, youth from the community, and youth-engagement organizations, and provides influencers with concrete recommendations to better respond to the needs of youth they are serving. While the process is lengthy and requires effort from all partners, Apathy is Boring is convinced of the value that youth engagement brings to a strong democracy. Their work has raised awareness and led to more youth-friendly cities and organizations across Canada. Apathy is Boring was featured in Municipal World Magazine in both 2015 and 2016, and they also took part in the 2015 Federation of Canadian Municipalities Conference.

Samara

Samara Canada is a non-partisan charity dedicated to reconnecting citizens to politics, increasing civic engagement and creating a more positive public life. They created three interconnected programs to support and encourage youth political leadership and young people's engagement in the 42nd federal elections. "Message Not Delivered," Samara's nationally recognized research report busted the myth that youth are politically apathetic. Samara also created a youth-specific (18-29) category for its annual *Everyday Political Citizen* (EPC) project celebrating individuals making a difference in their communities, and organized an EPC forum exclusively for youth leaders in which youth created actionable

Samara's research report busted the myth that youth are politically apathetic.

suggestions for elected officials. Finally, Samara trained youth leaders through their voter engagement tool, VotePopUp, to foster interest in the election and demystify the voting process for new and infrequent voters, and supported



Samara

these leaders in their engagement efforts. Samara has found that young people can be motivated to participate in politics if their concerns can be connected to the electoral process in explicit ways. Many youth feel their voices are not heard by decision makers, and while youth leaders are keen to connect their peers to the political system, they need more local support and community connections to do so successfully. Samara's work received extensive media coverage. They presented their findings to 28 different groups,

and connected with 35 youth groups across the country through the Vote PopUp initiative.

PopUP Funding

"Foot-in-the-door"

Young people are a source of creativity, innovation, and inspiration. Bringing new ideas to life through projects, however, can be a daunting prospect for youth

who have had limited access to funding and leadership opportunities. We also recognize that in the broader sector, youth groups often lose out to more established organizations when competing for limited funding. Our PopUP stream is designed to counteract the access issues that youth-led initiatives face. PopUPs are a “foot-in-the-door” opportunity: With micro-grants of \$500, youth get the chance to try their ideas out, gain experience, and build up their organizational capacities, so that they may successfully apply for and manage larger, longer-term grants in the future.

Each year, we decide on PopUP focus areas based on priorities our youth partners raise, so that PopUPs can

address current, pressing youth issues. In 2015, we focused PopUPs in three areas: Consent culture, strengthening youth engagement in the federal election, and youth mental health. In the spring and fall, we hosted community forums to launch the consent culture and mental health PopUPs in partnership with other organizations working to address these issues.

As a champion of innovation, we know that there is always room for improvement. In this spirit, we will be introducing changes to the PopUP program in the upcoming year to provide young people with even better access to opportunities, so stay tuned!

PopUP – Consent Culture



PopUP – Consent Culture

PopUP - Consent Culture

Stop Sexual Assault at York University

Stop Sexual Assault at York University is a youth-led initiative founded by Mandi Gray, a survivor of sexual violence who found the institution’s sexual assault policies and supports sorely lacking. The group sought to provide knowledge to York University staff on how to address

sexual violence within an anti-oppressive, intersectional feminist framework. They held a closed, one-day workshop for teaching staff to learn more about sexual violence in their classrooms and on campus. The workshop, which was attended by 31 teaching staff, was facilitated by a speaker from the Assaulted Women’s Helpline and featured the voices of women who have experienced sexual violence. By providing a space for survivors to share their stories and staff to develop the skills to provide meaningful support to victims, the project provided

a leading example of how sexual assault education can be tackled head-on in post-secondary settings.

Black Women in Motion

Black Women in Motion (BWIM) was founded by Monica Samuel as a response to the lack of social supports for young black women in Toronto. BWIM hosted a two-day conference, This Means WAAR (Weekend of Action Against Rape Culture), bringing together 23 young women aged 16 to 24 to talk about rape and consent cultures. A variety of facilitators, all of whom are actively working towards shifting societal norms

and perceptions of the issues, led the discussions and invited young women to challenge myths and misconceptions surrounding sexual violence. This Means WAAR was the catalyst for a collective of young women to rally together and spearhead a second annual conference, which will incorporate men into the critical exploration of rape and consent cultures, and see the continuation of this powerful space that BWIM has created.

PopUP – Black Women in Motion



PopUP - Strengthening Youth Engagement in the Federal Election

DawaNet

DawaNet is a Canadian Muslim community empowerment, engagement and education organization, focused on creative and effective methods of bridge-building and outreach within the GTA. Their participatory, action-oriented project *Young, Canadian and Muslim: Making Our Ballots Count!* determined the concerns of Canadian Muslim youth through consultations with youth organizations and asked the four major political parties to address them directly through a federal election debate. The debate, which took place in Aga Khan Museum, was attended by representatives of each party and resulted in over 19 positive stories in the media about young voter engagement in politics from outlets as diverse as CBC Metro Morning, CTV, Vice News, and Let The Quran Speak. The debate was also livecast with above 200 logins from across the country and was televised on RogersTV. The project amplified the voices of Muslim youth and created a useful model for countering youth alienation.

The Citizen Empowerment Project

The Citizen Empowerment Project works to empower Canadians from underrepresented communities such as youth, newcomers and low-income families to learn about and engage with national, legal, and policy issues. Their project #JaneAndFinchVotes, a nonpartisan civic engagement and voter turnout campaign, was launched in August 2015 in partnership with a team of youth workers led by lifelong Jane and Finch resident Andrew Newsome. The campaign engaged with the local community by using well-established, trusted organizations and leaders in the area and by combining multiple methods such as door-to-door canvassing, phone calls, and pledges. Providing information to potential voters about what it means to be eligible to vote, how to register, where one can go to cast a vote and what they would need to bring with them, #JaneAndFinchVotes increased voter turnout in the Humber River-Black Creek riding from 48% in the 2011 election to 59% in the 2015 election (a higher increase than the national average increase), gained widespread news coverage, engaged large numbers of youth in political discussion, and built up the



Photo by Ian Crysler

PopUP – The Citizen Empowerment Project

capacity of local organizations and leaders by fostering their connections, creating a lasting impact in the community.

PopUP - Youth Mental Health

Healing, Hope and Art

This project was a collaboration between four Muslim youth-serving organizations in the arts, education and mental health sectors (Maingate Islamic Academy, Concentric Care, Naseeha Muslim Youth

Helpline, and MuslimFest) working under the umbrella of the Anatolia Islamic Centre in the city of Mississauga. The initiative consisted of a workshop led by five participating artists and a licensed therapist who illustrated how art can be used to cope with challenges faced by youth. The project broke the silence on youth mental wellness in the Muslim community, engaging over 50 youth in conversations about racism, bullying, and the social exclusion they may face on a daily basis. The youth, who shared their struggles of identity, had a chance to learn about healthy coping

strategies and realize they are not alone in their challenges, thereby becoming more open to leveraging supports. The project also allowed Muslim youth-serving organizations to connect for the first time and develop strong collaborative relationships with a collective approach to identifying mental health solutions for Muslim youth.

Regiopolis Notre Dame Mental Health Ambassadors

Mental Health Ambassadors (MHA) is a youth-led group within Regiopolis Notre Dame Catholic Highschool (RND) in the city of Kingston that aims to build awareness of mental health concerns. Their focus is to dispel myths associated with mental health and break

the stigma around mental illnesses. For the project *Beat the Exam Blues*, MHA hosted a variety of activities the week before winter exams to foster a culture of openness and awareness in their school, leading daily “stress-buster” activities during lunch periods, making school-wide announcements focusing on mental health issues and access to supports and resources, and providing their fellow students with wellness packages and healthy snacks. The group reached approximately 700 students and 50 staff members and received strong media coverage, and continues proactive work on mental health awareness in school as well as online with their Twitter account @RegiMHA.

Changing the Not-for-Profit Sector



4 Grants

\$78,017 Total awarded

We believe in young people and their capacity to innovate with and for their communities. Concerned with how challenging it can be for grassroots groups to fully participate in the not-for-profit sector and to bring their alternative

solutions to the table, we are working to change the sector to be more supportive of youth leadership, to remove policy and legislative barriers to youth-led work, and to support the development of accessible financial models.

Changing the Not-For-Profit Sector

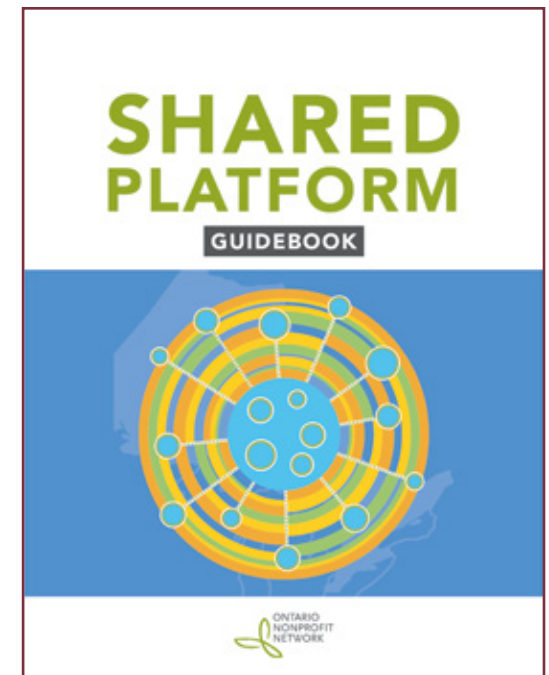
ORGANIZATION	GRANT (\$)
Canada Without Poverty (co/funded with the Maytree Foundation and the Catherine Donnelly Foundation)	28,017
DOC Toronto	20,000
Lifeline Syria	25,000
Tides Canada/Ontario Indigenous Youth Partnership	5,000

Shared Platform Guidebook

Our last annual report touched on the *Shared Platform Guidebook* project of the Ontario Nonprofit Network. We funded this project as part of our journey to bring transformative, out-of-the-box ideas to the forefront of the not-for-profit sector, and we are proud to report the guidebook is now complete and available through the ONN website!

The shared platform model allows projects or initiatives that are not incorporated and do not have their own legal status to work under the legal framework of another organization. The approach removes administrative barriers and allows groups to focus on their community work. The guidebook provides an excellent starting point for organizations, giving an introduction to the legal, governance, and fiduciary framework of the model, and laying out the steps involved in structuring projects to ensure success. We look forward to seeing the creative ideas that this guidebook will help get started.

The approach removes administrative barriers and allows groups to focus on their community work.



Nathan Gilbert Youth Innovation Fellowship

2 Fellowships
 \$40,000 Total awarded

Launched in 2014, the Fellowship is a unique opportunity for young individuals, community workers, activists, changemakers, organizers, thought leaders and researchers to explore ideas that can impact public policies affecting

them, their families, and communities. Consisting of two annual awards of up to \$20,000 each, the Fellowship gives youth the chance to fill gaps in research, engage in policy development, access professional development opportunities, and inform our advocacy work.

We started this program with four fellows who undertook creative projects in alternative affordable housing models, employment security for young changemakers, structural violence in the TDSB, and youth engagement in urban

planning. Our second cycle in October invited inquisitive people under the age of 30 to ask challenging questions in areas relevant to our work, specifically, the not-for-profit sector, the education system, and the justice system.

will profile the lived realities and voices of York Region youth aged 15 to 30 who have not finished high school.

Charlie Andrews

Charlie Wall-Andrews is a non-profit manager and arts consultant specializing in arts marketing and revenue development. Having completed her ethnomusicology studies at York University with distinction, Charlie is also an orchestral musician, composer/arranger, and abstract visual artist. Charlie will bring her passion for social justice, diversity and inclusion to her fellowship and examine how publicly funded educational institutions across the province can foster inclusive spaces for students of all genders. Conducting an environmental scan in conjunction with a youth advisory committee and community mentors, Charlie will survey schools across Ontario, looking at how - or whether - they fulfill the needs of youth of all gender identities, and what types of support might be needed for meaningful inclusion. Her findings will be shared with the Ontario Ministry of Education and advocacy organizations to build a better future for LGBT2SQQA+ youth.

Fellows

Herleen Sayal

Herleen is a certified Ontario High School teacher with a M.Ed. in Social Justice Education from OISE, and she has worked and volunteered with various local and international projects to support the social well-being of marginalized youth and children. Herleen grew up in Markham, and has lived in York Region for over 20 years. As a young person, she always found herself needing to go to Toronto for opportunities in professional and personal development. Her goal is to bring the creative and innovative opportunities for diverse youth groups in Toronto to policies and processes in York Region's education system and municipal governments. Her research will look at the push/pull factors that contribute to young people not completing high school and

Nathan Gilbert Youth Innovation Fellowships

INDIVIDUAL	PROJECT	FELLOWSHIP (\$)
Charlie Andrews	Status Report: Capacity for Gender Inclusion within the Ontario Education Sector	20,000
Herleen Sayal	Wake Up York Region: Profiling the Voices of Youth Pushed out of the Education Sector	20,000

Youth Collective Impact



27 Initiatives

We touched on Youth Collective Impact briefly in our last report. Since then, collective impact as a tool has made substantial progress in empowering organizations, funders and policymakers to help solve social problems on a large scale. In our efforts to embrace this

model through our strategic plan, we launched Youth CI in December 2014 in partnership with the J.W. McConnell Family Foundation’s Innoweave platform, and the support of the Ministry of Children and Youth Services.

Youth CI is designed to improve outcomes for youth in communities across Ontario, providing three levels of support to organizations to enable them to use the collective impact approach: Youth-focused organizations

can participate in workshops, receive coaching, and access grants to align their approaches and aims, forming strong, functional collaboratives that can bring about definitive impact for youth in their community. A major method of Youth CI is introducing collaboratives to the *Theory of Change* model, a powerful strategy tool for groups to delineate their goals, their target populations, and their project timelines through a series of activities which require the members at the table to work and generate support together.

The response to Youth CI has been overwhelming, and we are pleased to report that currently, 27 youth-serving collectives across Ontario are receiving support through this program, focusing on a wide array of critical issues such as youth homelessness, graduation rates, youth mental health, newcomer youth success and youth employment. We have also seen initiatives that focus on more targeted issues like reducing the number of incidents and harm-reports of online sexual violence experienced by girls, and

investing in the health and wellness of young parents-to-be to reduce the risk of low birth weight.

Through Youth CI, our network and geographical reach has expanded across Ontario to communities in London, Durham, Waterloo, Peterborough, Hamilton, Kingston, Ottawa, Sault Ste. Marie, and Prince Edward County, with plans to reach the Niagara Region, Guelph and Thunder Bay as we go forward.

Prevent and End Youth Homelessness

One of the initiatives receiving support is a collective led by The United Way of Kingston, Frontenac, Lennox & Addington. *Prevent and End Youth Homelessness* is developing a community

[The initiative] is framed by the voice of youth, with input from frontline service providers, funders, and community members on a steering committee.

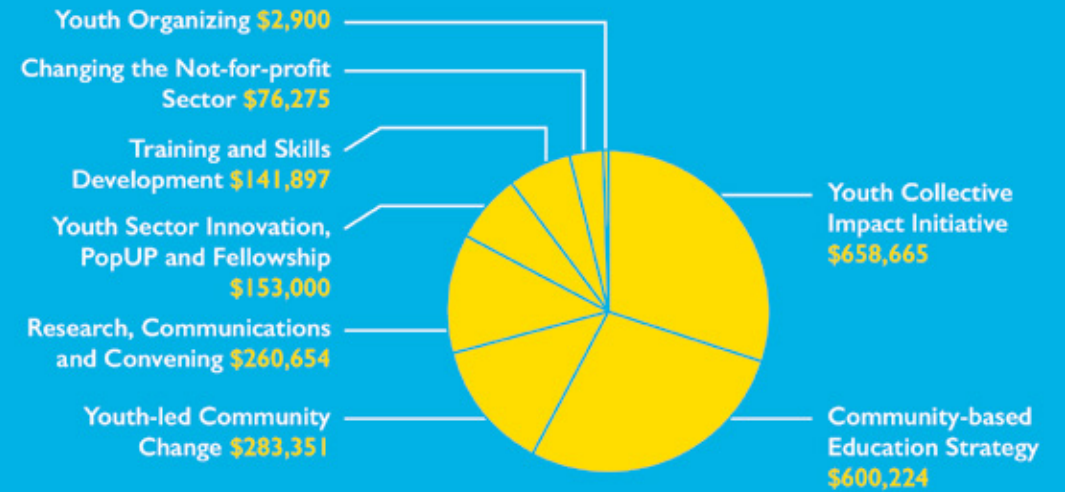
strategy to ensure that 80% of youth who enter the homelessness system in KFL&A maintain their housing, or are housed within 30 days. The initiative, which has made tremendous progress, is driven by four key elements: a homelessness prevention strategy, an integrated system of care, an increased range of housing options and regional/rural engagement. Additionally, it is framed by the voice of youth, with input from frontline service providers, funders, and community members on a steering committee. Youth CI has invested \$10,000 in coaching services to help this collective develop an evaluation framework and a robust Theory of Change. In addition, \$190,000 went towards the launch and implementation of their initiative to support backbone coordination and a youth council.

Collective impact is not a straightforward formula and putting it into action takes time. It is an evolving practice that fosters sharing and building trust relationships among collaborators to reach a common goal. When it's done right, the rewards are great. We are extremely grateful to be working alongside our partners at Innoweave and the ongoing support from the Government of Ontario.

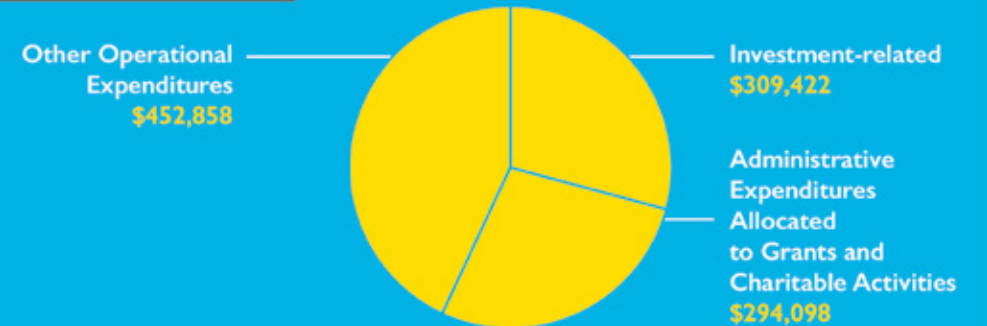
Financial Overview

Total Expenditures **\$3,233,344**

2015 Investments in Communities **\$2,176,966**



Expenditures **\$1,056,378**



Excess of Revenue Over Expenditures **\$4,150,168**

Thank You

The governance of Laidlaw Foundation is provided by a volunteer Board of Directors. This year, we are saying goodbye to some of our valuable members who ably steered the organization through a significant transition period including the development of an ambitious strategic plan with a five-year roadmap to invest in innovative, disruptive ideas inspired by young people.

We are grateful for the dedicated leadership of John Fox, Andrew Bedeau, Jen Apgar, Jessica Hammell, Shannon Litzenberger and Liban Abokor. Throughout their respective terms, they each made a lasting contribution to the Foundation's success and impact. They have our deep gratitude and appreciation for being competent custodians of the Foundation's interests and faithful stewards of Laidlaw's resources and assets.



info@laidlawfdn.org
416.964.3614

2 St. Clair Ave. E.
Suite 300
Toronto, ON
M4T 2T5

laidlawfdn.org



[@laidlawfdn](https://twitter.com/laidlawfdn)



facebook.com/LaidlawFoundation

Report design by KAP Design, kapdesign.ca

Cover photos by Greenfuse Photography

© 2016 Laidlaw Foundation