

**Eshkiniigjik Naandwechigegamig
Aabiish Gaa Binjibaying**

A Place for Healing Our Youth
Where Did We Come From

THREE-YEAR STRATEGIC PLAN (2022-2025)

ENAGB Indigenous Youth Agency

An organization guided by the
youth, for the youth



Namewin - Prayer

Gzhe Mnidoo,

Oh Great Spirit,

Enwed e-noondwag pii nooding.

Whose voice I hear in the winds.

Miinwaa nesewin e-miinaad kina wiya maapii aking.

And whose breath gives life to all the world.

Noondwishin nda bi-naaskoon, niin bezhig gdo' binoonjiimag

Hear me, I come before you, one of your children.

Ngaashiinh-im miinwa nbej'iiwii-im,

I am small and I am weak,

Nindwendaan gdo mshkoziwin miinwaa nibwaakaawin.

I need your strength and wisdom.

Nenmishin wii-moseyaanh kina gegoo enji-naajwaang, miinwaa manoo

pane nda waabdaanaawaan msko miinwaa iw e-miinaandeg giizis bgishing.

Let me walk in beauty, and let my eyes ever behold the red and purple sunset.

Maanoo nga g'chi nendaanaa gaa zhitoooyin,

Make my hands respect the things that you have made,

Nda-toganaan weweni nda-noondaanaawaan gaa-kidyin.

My ears are sharp to hear your voice.

Manoo nga-bwaakaawaan, mii dash ji-kenmaa

Make me wise, so that I may know,

Niw gaa-kinoomodwin giw nwiji-nishnaabeg.

The things you have taught my people.

Niw kinomonan gaa-kidowyin,

The lessons you have hidden,

Maa ensa bebezhibig niibiishing miinwaa siniing.

In every leaf and rock.

Ninwendaan mshkooziwin gaawii go nowanj

Ji-shpendaagziyaanh dash giw gwaandaa niwiikaanaag,

I seek strength not to be superior to my brothers,

Miidaashge, ji-miigwaanag e-maamo-zhiingwemid niin sa go,

But to be able to fight my greatest enemy, myself.

Maanoo pane dowishgan wii-naaskownaa,

Make me ever ready to come to you,

Ji-bii'ninjiiyaanh miinwaa zhiyaaw ji-naamyaaanh.

With clean hands and straight eyes

Pii daash bimadziwin ni-keweshkaag, gechwaanaa giizis bgishmode-zhi-ngoshkaag,

So when life fades, as a fading sunset,

Ndo-jichaag ga-bi-naaskaag, gaa dash da-aansenzii

My spirit may come to you without shame.

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OVERVIEW

“Gaanjimaajtaayang Wii Nda Kendamang”

Weweni Waa Zhichgaiyiing is honoured to have been selected by the young people of ENAGB Indigenous Youth Agency to help develop a Three-Year Strategic Plan for 2022-2025. “Weweni Waa Zhichgaiyiing” translated in Anishinaabemowin means “Doing in a Good Way” and we aim to help foster a nurturing approach to strengthen our Indigenous creativity and profound value for community as Indigenous people.

Weweni Waa Zhichgaiyiing visited the ENAGB Indigenous Youth Agency sites, 1911 Weston Road, 1005 Woodbine Avenue, and 16 Phin Avenue. We were able to meet with a number of staff and registered Indigenous youth. The Executive Director also provided an informal background of ENAGB, described its present operations and conveyed enthusiasm about the youths promising future.

Weweni Waa Zhichgaiyiing hosted Focus Groups online with each group commencing with an Opening Prayer, a virtual Smudge and teachings of the Medicine Wheel to initiate meaningful discussion with each group of participants. It has been an inspirational experience to listen and learn from ENAGB Youth about the importance of cultural and ancestral teachings. As well as, how these teachings help guide the critical thinking of work necessary to support their healing and wellness. It is admirable that our respective youth leadership living in the City of Toronto and throughout Turtle Island are seeking to cultivate their own healing and wellness from the historical traumas and injustices that Canada has imposed on Indigenous peoples. Accordingly, it is equally important to uplift the spirit of our youth leadership for their important roles and responsibilities that they carry for other youth and our communities.

Weweni Waa Zhichgaiyiing has incorporated some Anishinaabemowin into this document as a starting point to reinforce the importance of learning to speak our first language as Indigenous peoples and to respect the mindset of our ancestry. We have attempted to integrate both western and traditional perspectives for the purpose of evaluation and reporting. Our team hopes that it has assisted the ENAGB Indigenous Youth Agency with a conclusive outlook about the extraordinary work to date and recognizes the leadership of staff, registered youth, and their parent(s). We thank those who took the time to participate and share through our online surveys and in-person Focus Groups about the support required by the City of Toronto Indigenous youth and families.

Unfortunately, we were unable to facilitate a Focus Group comprised of Elders, Knowledge Keepers and Traditional Healers that are already associated with ENAGB. Nevertheless, it is highly recommended that their guidance is secured in the final review of the Three-Year

Strategic Plan (2022-2025) for ENAGB. Their wisdom and support remains to be the most essential component for the necessary foundation to achieve balance for the health and wellness amongst our children, youth, families and communities in which we live.

At this time, Weweni Waa Zhichgaiyiing would like to respectfully acknowledge all the youth and their parents who participated in the process of sharing information and providing input - *G'chi Piitendaagziwok Eshkiiniigjik miinwaa Ngitziimawaan (the youth and the parents have been valued greatly)*. They have certainly demonstrated their own care and interest by taking the time to complete the online surveys and to participate in the designated Focus Groups. It is with confidence that their viewpoint and guidance also greatly contribute to the growth and development of ENAGB.

We acknowledge the members of the Youth Council and Board of Directors that completed the online survey and participated in the Focus Group session. We acknowledge ENAGB Staff who completed the online survey. As front line workers the staff engage and connect with the youth on a regular basis and provide meaningful perspectives for the future of Indigenous youth.

Miigwech to ENAGB Indigenous Youth Agency for hosting Weweni Waa Zhichgaiyiing at each of their locations for in-person engagement sessions. You all made us feel welcomed and valued to assist in this process of gathering information.

G'CHI MIIGWECH KINA WIIYAA!



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INTRODUCTION

“Ntam Gindaaswin”

The beginnings of ENAGB *“Pii Gii Maajtaamgak ENAGB”*:

The ENAGB Youth Program was originally housed and overseen by the Native Canadian Centre of Toronto located at 16 Spadina Road, Toronto, Ontario. **ENAGB Indigenous Youth Agency** became independent in 2018, becoming a non-profit organization under the leadership of a Youth Council and Board of Directors.

The ENAGB Indigenous Youth Agency, **Youth Council** is headed by nine Indigenous youth members (ages 12 to 29); they are elected to their positions at an Annual Planning Session. It is also overseen by a **Board of Directors**, composed of Indigenous youth (ages 18+); they are elected to their positions each September.

ENAGB helps to prepare Indigenous youth (12-29 years of age) to make ethical choices by instilling youth with values that stem from Indigenous knowledge with special recognition to the teachings of the Medicine Wheel to foster self-honor and confidence as future leaders and caretakers of the people. ENAGB also coordinates the delivery of programs and services for children (0-6 years of age) and their families through the ENAGB EarlyON Child and Family Centre.

ENAGB currently has **four sites** at the following locations: 1911 Weston Road, 1005 Woodbine Avenue, 16 Phin Avenue¹. It has recently acquired 101 Emmett Avenue, adjacent to the Humber River to accommodate outdoor cultural and ceremonial activities. ENAGB currently has **21 staff members**. ENAGB currently has a **caseload** of 671 *E’shkiniigijik - registered Indigenous Youth* (ages 12-29), 180 *Binoojiinyag - registered children (ages 0-6) with the ENAGB EarlyON*, and 188 Gitziimjig - Parents (EarlyON Parents).

At this time, it is estimated that approximately 10% of the City of Toronto's Indigenous Youth are accessing ENAGB Indigenous Youth Agency. However, there remains a significant number of Indigenous youth and families who do not access programs and services, possibly due to limited resources, opportunities, lack of promotional material, and current locations.

¹ ENAGB EarlyON is located in the Kâpâpâmahchakwêw / Wandering Spirit School, Toronto District School Board Building

Vision and Mission Statements of ENAGB

“Naabnadamwin miinwa Gshki'ewziwin ”

VISION STATEMENT:

The “Eshkiniigjik Naandwechigegamig – A Place for Healing Our Youth” – “Aabiish Gaa Binjibaaying – Where Did We Come From?” programming will prepare our youth in North America to become responsible, participating citizens while leading our Indigenous community.

MISSION STATEMENT:

The mission of the “Eshkiniigjik Naandwechigegamig – A Place for Healing Our Youth” – “Aabiish Gaa Binjibaaying – Where Did We Come From?” is to prepare our Youth to make ethical choices that will foster pride and confidence by instilling our youth with values of the Medicine Wheel.

EXECUTIVE SUMMARY

“Maamwi Zhibiigewin”

In 2022, the Mayor “Chi Gima” of Toronto, John Tory indicated that there are approximately 70,000-100,000 Indigenous people living in the City of Toronto and the overall population is growing rapidly as per the new Census Data.² It was also indicated by Mayor Tory’s office that Indigenous families face major challenges directly related to the social determinants of health. It was also declared that Indigenous people are faced with high unemployment, poverty, poor access to education, poor housing, displacement of their Indigenous language and culture, inequitable access to health services as well as social and economic marginalization. In addition, substance use issues associated with mental health challenges continue to be the more visible and most dire symptoms of these underlying challenges. ENAGB Indigenous Youth Agency was also acknowledged as a youth initiative founded in 2015 it is a uniquely established agency in the City of Toronto with programs and services developed by Indigenous Youth for the Indigenous Youth.

It is the opinion of Weweni Waa Waazhigaiyiing that the City of Toronto recognizes that programs and services at ENAGB help with these difficult and challenging issues and certainly all of these factors create adverse impacts on the lives of Indigenous youth and their families. Nevertheless, the forward-thinking from both the City of Toronto and the survey and focus group participants indicate the same issues and concerns. The opportunities and support for collaboration are limitless to address the discouraging circumstances faced by Indigenous youth and their families. However, it is fortunate that the ENAGB Indigenous Youth Agency is determined to provide youth-focused programming to accomplish its objective of addressing mental health, addiction, and intergenerational trauma. While advocating for the enhancement of Indigenous youth and families quality of life.

The ENAGB Indigenous Youth Agency receives a combination of funding to help address mental health and addiction. Included in the funding sources are the Toronto Central Local Health Integration Network (LHIN) and the Ministry of Children and Youth Services. The City

² Toronto has the largest Indigenous population in Ontario and the 4th largest in Canada. According to Canada’s 2016 Census Metropolitan Area statistics, the Indigenous population in Toronto went from 36,995 to 46,315, an increase of 25 percent.

Indigenous Affairs Office, City Hall. (2019, April 26). Indigenous people of Toronto. City of Toronto. Retrieved from

<https://www.toronto.ca/city-government/accessibility-human-rights/indigenous-affairs-office/torontos-indigenous-peoples/>

of Toronto has also contributed funding toward the ENAGB operations, as suggested by the City of Toronto 2022-2032 Reconciliation Action. It is suggested to source out additional funding opportunities, such as Heritage Canada and the Ontario Trillium Foundation. Through the process of gathering information, Weweni Waa Zhichgaiyiing has not been privy to any financial statements and audits that ENAGB may have on file. It is also evident in the gathering of information that it is highly encouraged that ENAGB reinforce the importance of community partnerships and to rebuild and foster new working relationships with other agencies to assist Indigenous youth to collectively and effectively address the outstanding issues that are creating barriers for youth and their families to gain self-sufficiency and quality of life living in the City of Toronto.

The Eshkiniigijik Naandwechjige Gamig - A Place for Healing our Youth program is designed to meet the diverse needs of the challenges that are impacting youth with their mental, emotional, physical and spiritual well-being. It is conclusive that the majority of survey participants indicate a fundamental value for cultural teachings and support to help overcome the adverse realities of an unjust past for Indigenous peoples. It is clear that such a reclaiming of a way of life will create prolific joy of reconnecting with our cultural roots and to know where we come from as Indigenous people; hence, *Aabiish Gaa Binjibaying*.

Due to the pandemic, communications services and learning opportunities have expanded online. In order to provide every opportunity for access, youth participants should also receive ongoing support for virtual and in-person opportunities. An evaluation of programs and services on an annual basis and through daily feedback will support ongoing improvements to meet the needs of the youth for school and life success.

Currently, ENAGB has its Facebook site as the main electronic communication method for sharing and communicating information about upcoming events and activities for youth members, their parents and for the Parents of the EarlyOn program. ENAGB also has an official website that details sections, programs, opportunities, and resources.

Four pillars have been identified in the initial review of the ENAGB Indigenous Youth Agency and have also emerged within the gathered data. Additional themes that presented themselves are the expansion of programs, services, space, land acquisition, and strengthening community partnership. The analysis of the youth surveys and focus group sessions highlight several key target areas that have emerged during the charting of themes:

- | | |
|--------------------------------------|-------------------------------------|
| ➤ Culture and Language as Foundation | ➤ Addictions and Mental Health |
| ➤ Determinants of Health | ➤ Social |
| ➤ Collaborative Partnerships | ➤ Community Safety |
| ➤ Land Based Healing and Learning | ➤ Access to Programs and Activities |
| | ➤ Communications and Technology |

METHODOLOGY

“Gaa Zhi Miikmang”

A strengths, weakness, opportunities, and threats (SWOT) analysis was conducted to develop a framework for ENAGB Indigenous Youth Agency's programs and services. Internal and external factors were assessed to thoroughly understand the potential of ENAGB. Both qualitative and quantitative evaluation approaches were included in the development of the online surveys, with questions geared to acquire demographic information. In addition, the focus group sessions involved questions to gain insight based on experiential information from the youth, parents of the youth, and EarlyON parents. The process also included in-person interviews with the Executive Director, staff, and youth. The next step was to launch and distribute the online surveys authorized by the Executive Director. ENAGB Youth, parents of youth, parents of the EarlyON program, and ENAGB Staff.

On-site Visits:

On April 13, 2022, members of the Weweni Waa Zhichgaiyiing Consulting team visited the ENAGB Indigenous Youth Agency at 1911 Weston Road, 1005 Woodbine Avenue, and 16 Phin Avenue. The purpose of this visit was to informally meet the youth and staff. The second on-site visit was made on April 28- 29, 2022 for a “meet and greet” session with the ENAGB youth in a drop-in style engagement. Youth had the opportunity to complete the online survey with Weweni Waa Zhichgaiyiing on a one-on-one basis. However, other youth preferred to complete the survey by scanning the QR code to complete the survey on their own via cell phones or on the laptops that are available at 1911 Weston Road. This onsite engagement session provided for the completion of 35 youth surveys.

On-line Survey Launch:

The youth survey was distributed through a mass mailout conducted by the ENAGB administration to registered Indigenous youth. This was done for confidentiality purposes. This provided a total of 138 completed surveys; yielding a total of 173 completed surveys. It was determined that the youth surveys would remain open throughout the focus group sessions, in the event additional youth wanted to complete the survey. Additional online surveys were also launched and these were specifically developed for parents of ENAGB youth, parents of EarlyON, and ENAGB staff. These surveys also remained open until the completion of the focus group sessions.

In addition, ENAGB staff also sent out reminders to these specific groups to encourage participation. Weweni Waa Zhichgaiyiing also sent out an email reminder to the staff and youth leadership of ENAGB to complete their specific survey as personal email addresses were eventually provided to Weweni Waa Zhichgaiyiing directly.

Focus Group Sessions:

The focus group sessions were hosted virtually as per the following schedule.

- Youth Session #1 (Younger Group): Thursday May 19, 2022, 4:30 to 6:00 pm.
- Youth Session #2 (Older Group): Thursday May 19, 2022, 6:30 to 8:00 pm
- Parents of Youth Session: Tuesday June 7, 2022, 5:00 to 6:30 pm
- Parents of EARLYON Program Session: Tuesday June 7, 2022, 7:00 to 8:30 pm
- Youth Council & Board of Directors Session: Thursday June 9, 2022, 5:00 to 6:30 pm
- Elders and Knowledge Keepers Session: Thursday June 9, 2022 from 7:00 to 8:30 pm
(This session did not occur and at the direction of the Executive Director of ENAGB, the Elders/Knowledge Keepers will be consulted at a later time.)

There was significant communication between ENAGB administration and Weweni Waa Zhichgaiyiing in the course of coordinating all the focus group sessions. It was preferred by ENAGB to not disclose emails of the participants to Weweni Waa Zhichgaiyiing and therefore; ENAGB distributed all strategic planning engagement communication directly to the target groups themselves. Focus group invitations were created by Weweni Waa Zhichgaiyiing for ENAGB Youth, Parents of ENAGB Youth, Parents of EarlyON, Youth Council and Board of Directors, as well as, ENAGB Elders/Knowledge Keepers and were electronically distributed by ENAGB administration via social media and through their email lists. It was determined by ENAGB that they would engage the Elders/Knowledge Keepers at a later time. The following is a breakdown of the participants that attended their respective focus group session:

- Youth Focus Group Session 1 (12-19) - 3 participants
- Youth Focus Group Session 2 (20-29) - 9 participants
- Parents of Youth Focus Group Session - 5 participants
- Parents of EarlyON program Focus Group Session - 9 participants
- Youth Council and Board of Directors Focus Group Session - 1 participant
- Elder and Knowledge Keepers Focus Group Session - TBD

SUMMARIES OF FOCUS GROUPS SESSIONS

“GAA KENJIGAADEG GII DEBAAJMATAADYANG”

Summary of Youth Focus Group Session # 1 (Ages 12-19): The younger youth provided insightful and creative suggestions for programming and ideas for partnerships to provide more opportunities. This particular group of youth suggested more activities related to sports, such as hockey, lacrosse. Additional ideas stemming from the need for youth to gather and support each other, i.e., create friendships by offering traditional cooking classes. It is important to note the strong interest to learn traditional ways of preparing and preserving foods. This would also involve land-based experiential learning including hunting, fishing and harvesting foods and medicines. It was suggested that movie and games nights be expanded to include family members to participate. The learning of our Indigenous languages and culture are the most important to the youth.

Summary of Youth Focus Group Session # 2 (Ages 20-29): The older youth provided innovative suggestions about how ENAGB can move forward to further develop new programs and services for the Indigenous youth living in Toronto. Their suggestions include the need for role modeling and a peer mentorship program. The potential peer mentorship initiative can involve students to share their education journey and the importance of course selection to support higher education and the trades. Post-Secondary information about the programs that are available to support their choice of career. Peer Mentorship is highly recommended in terms of supporting youth to deal with peer pressure, making the right choices for themselves and staying true to themselves. Youth suggested more financial incentives to participate in short-term training programs and opportunities related to micro-credentialing which in turn could help them offset the high costs of living. The opportunity to learn how to make regalia was also suggested, coupled with the opportunity to attend Pow Wows to wear their newly made regalia. Opportunities to learn the language, culture and connect with Elders/Knowledge Keepers were also high points in the discussions.

Summary of Parents of Youth Focus Group Session: Parents of youth recommend ENAGB develop programs that build character and promote resilience, sense of success and identity. Many parents have indicated that the programs have been good and provide a positive experience for their children. The innovative suggestions provided by parents of youth include family combined programming where they could participate together and travel home together afterwards. Another suggestion is that specific parenting programs be made available so parents can attend while their youth are attending their own programs. This parent group also suggested that ENAGB look into having more sites and perhaps alternate programs in the evening from one site to the other. The majority of the parents felt ENAGB is a safe place for

their teenagers, however, city travel is a consistent concern; health and safety i.e, gangs, human trafficking, introduction to drugs and alcohol.

Summary of Parents of EarlyOn Program Focus Group Session: The parents of children from 0 - 6 years old also provided suggestions for enhanced programming and services through the EarlyOn Program. These include expansion to involve additional EarlyOn locations and to strengthen the efforts for cultural and language activities. It is requested that these events or activities are developed to include a co-learning opportunity between the parents and their children. It is also important to note that parents of this group also emphasized the need for ENAGB to consider programming for children ages 7 to 11. It is also highly recommended that the EarlyON Program provide childcare during the weekend to support parents who need to work and do errands for their household.

Summary of Youth and Board of Directors Focus Group Session: There was only one ENAGB Board Member that attended. They shared experiences with ENAGB from 2018 to present. This Board Member indicated a need for partnerships to support youth and their families. They indicated that parents also participate in family events at Native Child and Family Services of Toronto and that ENAGB also needs to create more family events to strengthen healthy families and safety in our family homes. They indicated the need to reconvene a partnership with NCCT to strengthen the Indigenous community with more traditional socials and gatherings. They suggested ongoing support for youth to gain their identification and status cards. He particularly focussed on the needs of homeless youth who require support for food and food cards. These youth require guidance, positive role modeling and youth mentorship. He also indicated the importance of case management and communications between workers such as the case worker, youth worker and the nurses on staff. It was also suggested that there is a need to ensure ongoing support for transition from a youth to an adult.

Wrap-Up: The 122 strategies developed from the youth survey are consistently reinforced by the focus group sessions and the other various survey summaries. The strategies include recommended time-frames and success indicators for each strategy to assist the Youth Council and the Board of Directors with the necessary decision-making to enhance and further develop ENAGB. It is recommended that ENAGB youth leadership prioritize the needs at the local level and consider branching out into a regional and national level when the time is right. This document can be used as an evergreen document which can be updated on an annual basis.

YOUTH VOICES

YOUTH VOICES: ALL THAT WAS GATHERED

“Eshkiniigjik Maamwi Gaa Gidwaad: Kina Gego Gaa Maawndoonjigaadeg”

(26 Questions)

Note: Please be informed that there were a small number of youth that provided responses such as IDK (I don’t know), Not Sure/Unsure, N/A (Not Applicable), as such these responses have been removed from the thematic summary sections. It is recommended that ENAGB host an Open House for each location for the opportunity of youth to ask questions about ENAGB and how Indigenous Youth can become more involved in programs and services.

Question #1 “NTAM GWEDWEWIN”: Please indicate your age by checking one of the following categories.

Thematic Summary

- 37.5 percent of the respondents were between the ages of 21-25 years of age.
- 27.9 percent of the respondents were between the ages of 26-29 years of age.
- 19.1 percent of the respondents were between the ages of 17-20 years of age.
- 14.7 percent of the respondents were between the ages of 12-16 years of age.

Question #2 “NIIZH GWEDWEWIN”: Please check the boxes that are applicable to you as a youth under the age of 29.

Thematic Summary

- 65.4 percent of the respondents have no children.
- 31.6 percent of the respondents are young parents.
- 2.9 percent of the respondents are becoming a parent (parent to be).

Question #3 “NSWI GWEDWEWIN”: What is your Background?

Thematic Summary

- 91.2 percent of the respondents indicated they were First Nations.
- 6.6 percent of the respondents indicated they were Metis.
- 1.5 percent of the respondents indicated they were Inuit.
- 3.5 percent of the respondents indicated other backgrounds.

Question #4 “NIIWIN GWEDWEWIN”: What are your preferred pronouns?

Thematic Summary

Of the number of respondents that did answer this question, the majority indicated using she/her pronouns, he/him pronouns. There were minimum responses that varied from she/they, Mr., Male, Female, Man, Ken, Gender Fluid, Person, Drez, they/them, Indigenous, Miss.

Question #5 “NAANAN GWEDWEWIN”:

a) Were you born in the City of Toronto?

Thematic Summary

- 54.8 percent respondents indicated that they were born in the City of Toronto.
- 45.2 percent of the respondents indicated that they were not born in the City of Toronto.

b) Please indicate the reason why you relocated to the City of Toronto?

Thematic Summary

*Education * Housing * Employment * Medical * Family * Community * Improved Lifestyle*

- Improved lifestyle, education and employment were the highest ranked reasons for youth relocating to the City of Toronto followed by family, community, housing and medical.

Question #6 “NGODWAASWI GWEDWEWIN”: Where do you live in the City of Toronto?

Thematic Summary

| | |
|------------------------------------|-------------|
| Northwest of Yonge and Bloor | 25 (18.4%) |
| Northeast of Yonge and Bloor | 24 (17.6 %) |
| Southeast of Yonge and Bloor | 33 (24.3%) |
| Southwest of Yonge and Bloor | 19 (14.0%) |
| Scarborough | 14 (10.3%) |
| East York | 3 (2.2%) |
| Distillery District | 3 (2.2%) |
| Other | 21 (14.7%) |

Question #7 “NIIZHWAASWI GWEDWEWIN”: Please indicate the challenges that you experience as an Indigenous youth while living in the City of Toronto.

Thematic Summary

*Cultural Challenges*Holistic Well-Being*Housing*Financial Hardships*Mental Health and Addiction*
Racism and Discrimination*Social and Family Challenges*Other Supports*

- Several respondents indicated that they were not experiencing any challenges as a result of the existing programs and services in place.
- Respondents provide insight on the importance of both physical and spiritual balance to personally overcome the life challenges experienced by youth and to strengthen relationships with the land and all of Creation for sustainability.
- Respondents indicated a concern about lack of housing or housing advocacy which may be resulting in homelessness and poor living conditions.
- Respondents Indicated that financial hardships are a result of the inability to secure employment and/or lack of training for enhanced opportunities to support job requirements. It has also been indicated that the cost of living is also resulting in poverty and/or not enough funds to support quality of life. This also includes financial hardship for transportation to access programs and services.
- Respondents indicated that access to Mental Health and Addictions services needs to be enhanced and further developed.
- Respondents expressed a concern about the racial experience and stereotype issues in the City of Toronto which may be a result of limited job opportunities due to discrimination.
- Respondents expressed a concern about the safety and sense of belonging for the LGBTQ2S youth.
- Respondents indicated a need for community unity and youth gatherings for enhanced social interaction and to strengthen the protection and guidance required by youth within the Indigenous community living in the City of Toronto.
- Respondents have offered suggestions/recommendations which involve other service enhancements, advocacy and further development of program opportunities.

Question #8 “NSHWAASWI GWEDWEWIN”: Please indicate the opportunities that you experience as an Indigenous youth while living in the City of Toronto.

Thematic Summary

- A small number of respondents indicated that there are not many opportunities for youth.
- The majority of respondents indicated that there are many support opportunities in the City specifically for Indigenous youth. There has been reference of all types of supports. Agencies mentioned are ENAGB, Miziwebiik, NCCT, NWTH (Native Women’s),

Anishinawbe Health, Seven Generation Mid-Wives, Native Child Programs, ImagineNative including Afro-Indigenous support agencies and Drop In Centres.

- A few respondents highlighted the support for Mental Health Support is favourable including Treatment Centres and support when encountering discrimination.
- A few respondents highlighted support received for food and transportation including support during times of added costs such as Christmas and other similar holidays.
- Most respondents indicated a viewpoint that there are many job opportunities available within the City with meaningful on the job training and education opportunities.
- A few respondents indicated housing opportunities and supports that are available with mention of rent incentives.
- Respondents expressed great appreciation for social events and/or opportunities for meeting new people and networking while some may feel isolated and have very little or not community support.
- Respondents expressed great appreciation for cultural events and/or learning opportunities and the efforts to indigenize spaces for Indigenous peoples.

Question #9 “ZHAANGSWI GWEDWEWIN”: Please indicate the strengths that you have as an Indigenous youth while living in the City of Toronto.

Thematic Summary

*Youth Attributes*Community Support*Cultural Spaces*Culture*Indigenous Services*

- A small number of respondents have indicated that they either have no strengths or do not know what their strengths are which may be an indicator of low self-esteem and self-confidence amongst Indigenous youth.
- A majority of respondents have indicated many personal and well-thought out strengths which substantiate a great deal of confidence, care and resilience amongst Indigenous youth.
- Respondents have indicated the importance of Indigenous community and services that contribute toward a strong cultural foundation that supports the ongoing building of positive attributes , sense of belonging and purpose in life amongst all Indigenous youth.

Question #10 “MDAASWI GWEDWEWIN”: Please provide your suggestions about how ENAGB can strengthen community partnerships in the best interest of Indigenous Youth living in the City of Toronto.

Thematic Summary

Collaborative Communications Cultural Partnerships* Employment and Training Partnerships* Health/Mental Health and Addictions Partnerships* Business Service Partnerships* School Partnerships* Housing Partnerships* Food Security Partnerships and Volunteerism* Urgent Agency Consultation* Outreach* Program/Administrative improvements*

- A good number of respondents indicated that ENAGB is doing well. It is evident that most respondents feel that building relations with different organizations/partnerships within Toronto would be beneficial.
- It is clear that communications between agencies require collaboration to ensure that youth and their families are aware of the many Indigenous opportunities available within the City of Toronto.
- It is also clear that youth recognizes the strength in Indigenous partnership to address the social determinants of health to better serve the youth and their families living in the City of Toronto.
- It is suggested that Management and Staff consider internal partnerships to also address the many ideas to enhance and further develop programs and services.

Question #11 “MDAASWI SHI BEZHIG GWEDWEWIN”: If ENAGB was to offer services outside of the City of Toronto, where do you see ENAGB branching out toward? Reflect on your peers who may be living outside the Toronto Area. Please explain why you are suggesting this location/direction for expansion.

Thematic Summary

Land Based Expansion The Greater Toronto Area* Communities Surrounding Metropolitan Toronto* Other Urban Centres* Provincial* National* First Nation Communities*

- Although a handful of respondents were unsure about this question, the majority of respondents are open to the idea of ENAGB branching out programs and services outside the City of Toronto.
- Respondents highlighted the importance of land-based opportunities to support a meaningful relationship with the land and the water while living in an urban setting.
- North York, Mississauga, and Vaughn areas are the top three locations to branch out within the Greater City of Toronto.
- Durham, Aurora, Newmarket and Brampton are the top four locations to branch out in the surrounding areas outside the Greater City of Toronto.

- Thunder Bay, London, Barrie, Hamilton are the top four locations to branch out into another urban centre.
- Respondents have certainly been thoughtful about their relatives who require similar support services and programming within First Nation communities
- Respondents express great value for the programs and services provided by ENAGB that respondents have suggested to expand on both a provincial and national level.
- Respondents also indicated a need to further address the local needs especially for homeless youth.

Question #12 “MDAASWI SHI NIIZH”: Please indicate any programs and services that you would like to see at ENAGB to support your own mental health and well-being.

Thematic Summary

*Mental Health Supports and Therapy*Detox & Treatment Centre and Other Addiction Supports*
Outdoor Programming Activities and Incentives*Culture & Language and Traditional Activities*
Outdoor & Land Based Activities*Moms and Children’s Programming*LGBTQ2S & Related Services*
Housing, Food and Employment Supports*Life Skills and Other Training*

- A few respondents indicated the ENAGB is doing a great job as it is while others were not sure about any mental health and well-being supports.
- A majority of respondents indicated the need for more regular counselling support and education awareness at all site locations with consideration of Indigenous Professional Services.
- Respondents indicated a focussed need on specialized support services, i.e, Borderline Personality Disorder, Anger Management, Anxiety, Depression, Stress, Trauma, Intergenerational Trauma, Sexual Health Awareness, Grief and Loss.
- Respondents indicated a need for Specialized Therapists to become full-time staff such as Psychiatrist, Psychologist and other support Counsellors to serve as advocates when meeting with specialized Therapists.
- Respondents indicated a need for more support groups through Sharing and Talking Circles.
- Respondents indicated benefits from activities such as Fasting Camps, Book Clubs, and Nature Walks, Reiki and Traditional Medicine Picking, Beading, Budgeting, Bath Bomb Making, Dance, Cooking, Sports, Art, Yoga ... simple self-care workshops to support exploration and ongoing wellness and year-round sports and recreation activities.

- Respondents indicated a need for Harm Reduction, Cycled Treatment Programs and consideration for the development of an Addictions Treatment Centre.
- Respondents indicated a need for more cultural learning activities, ceremonies, sweat lodges, traditional counselling and access to Elders/Knowledge Keepers.
- Respondents indicated a need to support parents of youth who are children of residential school survivors.
- Respondents indicated a need to support new parents and single parents as much as possible to ensure the health and wellness of children. It was also suggested to expand programs and services to accommodate children under 12 years of age.
- Respondents indicated a need to continue with supports for food and transportation during emergency situations including assistance with budgeting.
- Respondents indicated a need to also create safe and welcoming environments for the LGBTQ2S youth.

Question #13 “MDAASWI SHI NSWI GWEDWEWIN”: Please indicate any programs and services that you would like to see at ENAGB to support your own physical health and well-being.

Thematic Summary

*Fitness Programs*Land Based Opportunities*Cultural*Health/Nutrition & Medical* Mental Health & LifeStyle Deterrents*Other*

- A small number of respondents were not sure or believed that all is amazing.
- Most respondents indicated support to attend Fitness Gyms and many suggested support for memberships.
- Yoga work-outs seem to be the next popular activity for physical fitness.
- Respondents indicated an interest with most sports and have suggested creating teams.
- Respondents indicated an interest in land-based activities that include camping, nature walks, sweat lodges, drumming and ceremonies.
- Respondents indicated an interest in pow wow dancing to maintain fitness and have suggested regalia making.
- Many respondents indicated a need for support to establish healthy eating habits and support for healthy food consumption and nutrition.
- Respondents indicated other activities such as the Arts and Music as an alternative.

- Respondents indicated a need to thoroughly support the basic needs and mental health of youth in order to fully participate in physical activities.

Question #14 “MDAASWI SHI NIIWIN GWEDWEWIN”: Please indicate any programs and services that you would like to see at ENAGB to support your own spiritual health and well-being.

Thematic Summary

*Culture*Land Based Programs*Traditional Guidance and Support*Language*Therapeutic Arts*Other Mental Health and Addictions*Education Awareness*Promotions and Cultural Spaces*Support Services to Improve Participation*

- A small number of respondents indicate they were not sure and/or are good with existing spiritual supports.
- A majority of respondents indicate a need for more cultural teachings, ceremonial and healing opportunities including dancing and drumming.
- Respondents indicate a need to receive spiritual guidance and direction from Elders/Knowledge Keepers and there should be more access and for all to learn from Elders and Knowledge Keepers.
- Respondents express a need for more cultural gatherings and connection to the land opportunities such as more pow wows, camps and medicine walks.
- Respondents express the importance of learning their first language at home and school.
- Respondents indicate a need to provide other forms of therapy/methods of healing to support spiritual well-being such as the arts/crafts, music, writing.
- Respondents also indicate a need to support other opportunities for spiritual enlightenment such as smudge kits, meditation/yoga and other faiths.
- Respondents also indicate a need to support mental health, creating cultural spaces, (smudging/sharing-talking circles), building on virtual opportunities and promotion of wellness campaigns.

Question #15 “MDAASWI SHI NAANAN GWEDWEWIN”: Please indicate any programs and services that you would like to see at ENAGB to support your own emotional health and well-being.

Thematic Summary

*Counselling Support (Individual & Group)*Improved Services*Traditional/Cultural & Language Support*
Arts Therapy*Trips and Entertainment *Other*

- Although there was a small number of respondents who were not sure about additional support for emotional health and well-being, a few also indicated that there were already enough activities. Another respondent indicated that ENAGB is a great support team and appreciates the gathering of information for the organization to better understand the needs of the youth.
- Respondents indicated a need for both individual and group counselling opportunities such as Talking/Sharing Circles for various parent support groups and youth support groups that have similar emotional/mental health issues. This also includes workshops and motivational speakers.
- Respondents indicated a need for a specialized effort in the provision of counselling and therapy support for various mental health issues such as depression, anxiety, anger management, stress management, abuse, grief and loss including mental health check-ins and a buddy system.
- Respondents also indicated a need for improved services with regard to professional sensitivity in regard to youth issues with more regular and increased access to formal and informal (chit chats) counselling services including a 24-hour support-line. It was also suggested that ENAGB provide care packages for youth to promote self-care and well-being.
- Respondents indicated a need for more spiritual healing, Elder consultation, Sweat Lodge, access to traditional medicines and ceremonies including a monthly sharing circle that addresses a series of specific emotional distresses and that these circles are conducted with Indigenous language Indigenous Therapist.
- Respondents indicated great value in the provision of activities that support both group and Art Therapy. These activities include painting, cooking, music, beadwork, music, writing and many more arts and crafts ideas. Any hands-on activity where participants can be around people to talk and to do arts and crafts together to feel engaged in the community.
- Respondents indicated a value for group trips such as the movies, Canada's Wonderland, Niagara Falls and just outings in general.

- Respondents also indicated their ideas that will lend support to holistic well-being, such as ENAGB operating its own gym including training such as public speaking, yoga, nutrition, fitness and housing/food support, partnerships for school programs, volunteer, peer support and job opportunities.

Question #16 “MDAASWI SHI NGODWAASWI GWEDWEWIN”: Please provide your suggestions for ENAGB to help address the mental health and addictions of Indigenous youth.

Thematic Summary

*Services*Communications and Education Awareness*Programs*Traditional Healing and Community Support*Recreational Activity*Treatment*

- There is a small number of respondents who were not sure how to respond although a couple of respondents indicated that ENAGB is doing good work.
- Respondents indicated a need for an In-House Therapist and specialized counselling support due to the costs associated for specialized counselling.
- Respondents indicated a need for more one-on-one counselling support including on-line counselling to reinforce comfort and trust with working with Indigenous agencies that provide culturally-appropriate safe places.
- Respondents indicated a need for follow-up, prevention and on-going support to ensure self-care and well-being with other supports that address any underlying issues and to develop healthy coping mechanisms and consistent support networks including partnerships with local School Boards.
- It was suggested that the ENAGB hire Harm Reduction Workers and Overdose Response Workers that are connected to the PWUD community and have its own team that is client centered to offer those services to assist in facing the overdose crisis and drug poisoning crisis.
- It was suggested to improve accessibility and that every opportunity to remove Stigma to help address the fact that many people avoid reaching out and not telling others of the support they may require to deal with their addictions.
- Respondents indicated a clear need to provide education awareness about the impacts of addictions and unaddressed mental health challenges; and to also improve communications to inform youth about the process and the opportunities to support individual healing journeys from any addictions.

- Respondents indicated a need for home visits to engage parents especially for those youth who may be still living at home. This may be an opportunity to address other underlying issues and to improve family relations.
- Respondents indicated a need for more group therapy to encourage youth to heal together through facilitated sharing; to not feel alone and to promote other group learning activities to promote healthy active living.
- Respondents indicated a need for ENAGB to do more surveys to ask the people if they need help with any of the mental health and addictions they are having or going through and to encourage youth that it is okay to reach out for help.
- It was indicated that youth need to be informed about historical traumas and injustices and how this has affected our families and communities that may be resulting in mental health challenges and addictions.
- Respondents indicated a need for healthy community support and encouragement to help face mental health challenges and addictions in a good way and with every opportunity for traditional teachings and healing methods.
- Respondents indicated a need for recreational opportunities to enhance youth healing and recovery through healthy active living and to have more counsellors to help with preventative measures and further promote the health and safety of Indigenous youth
- Respondents have suggested for ENAGB to establish a detox and/or Rehabilitation Centre and partnering with CAMH to also help address mental health and addictions issues for Indigenous youth.

Question #17 “MDAASWI SHI NIIZHWAASWI GWEDWEWIN”:Do you feel that ENAGB is a safe place for you? If no, please explain. If yes, please explain.

Thematic Summary

*Not Safe Place*Safe Place*

- Although a small number of respondents were not sure, it is because respondents have either not yet visited any of the ENAGB sites nor do respondents feel safe travelling outside their neighborhood to the ENAGB sites.
- A couple of respondents indicated it was unsafe due to an incident of lateral violence and feelings of judgment within the premises of ENAGB.

- Majority of respondents have indicated that ENAGB is a safe place to be due to the kind and caring staff that also have a good sense of humour; and the ENAGB is a welcoming and accepting environment overall.

Question #18 “MDAASWI SHI NSHWAASWI GWEDWEWIN”: If you are aging out of CAS, please indicate a yes or no. If you indicated yes, then please explain what types of programs and services that you may need to support your transition out of CAS?

Thematic Summary

*Non-CAS Aging Out*CAS Aging Out*

- Some respondents were not sure of this particular question or did not understand the acronym “CAS” for the Children’s Aid Society.
- Ten respondents indicated that they were not associated with CAS but offered suggestions that ENAGB prepare and support children in CAS with knowledge about taking care of themselves and protecting their bodies and preventing youth from turning to the streets after the age out of CAS.
- Respondents who are aging out of CAS have indicated ongoing supports for one-on-one counselling, housing, personal life management, food, education and training including cultural teachings.
- Respondents also suggested ongoing activities such as yoga, meditation and workshops that connect youth to Elders.

Question #19 “MDAASWI SHI ZHAANGSWI GWEDWEWIN”: Please describe what ENAGB can do to support individual education and training endeavours of Indigenous youth.

Thematic Summary

*Education*Employment & Training Services*Career & Educational Planning*Incentives & Support for Motivation and Determination*

- A small number of respondents were not sure while some indicated all is good about what ENAGB provides.
- Respondents indicated a need for an opportunity to complete their GED or OSSGD by incorporating a GED Program and creating other educational transitional opportunities with colleges including student volunteer work within ENAGB.

- Respondents have indicated a need for certified training to improve self-marketing skills that includes job search and job readiness to secure paid work placements and opportunities for entrepreneurship.
- Respondents have indicated a need for more learning opportunities for the Anishinaabemowin language as an asset for job preparation.
- Respondents indicated a need for more encouragement and opportunities for motivation and determination to further their education; this also includes in-house tutoring support/homework clubs with appropriate study area and Guidance in preparation for the trades, college and/or university education.
- Respondents indicated a strong need for professional guidance for career exploration and development with a strong sense of direction to secure funding for tuition and other training costs including attending and/or creating career fairs through ENAGB.
- Respondents also indicated a need for an Elder on site for ongoing support.
- Respondents indicated a need for incentives to amplify the motivation and determination amongst youth including more promotions and advertising of opportunities.

Question #20 “NIIZHTANA GWEDWEWIN”: Please describe your interest in learning more about Indigenous culture and traditions, also include any suggestions and/or your ideas of how ENAGB can help celebrate your own sense of identity as an Indigenous youth.

Thematic Summary

*Ancestry*Traditional Knowledge & Ceremonies*Language*Arts & Crafts & Performing Arts*General Interest*Community Engagement & Agency Events*Services*

- A small number of participants were not sure, however, some indicated that ENAGB was already doing a good job and that another felt they had a good grasp on cultural teachings.
- Respondents indicated an interest in becoming more knowledgeable about their ancestry and need help identifying their cultural roots and developing their family tree.
- Respondents indicated interest in becoming more involved with traditional teachings and ceremonies including spending more time with Elders and Knowledge Keepers.
- Respondents indicate an interest in learning the language of their people and ancestry.
- Respondents are also interested in learning a variety of cultural arts and crafts including beading, leather work and regalia making.

- Respondents are also interested in learning to cook Indigenous cuisine.
- Respondents also have expressed interest in the performing arts especially pow wow dancing and drumming.
- Respondents have expressed the need for community engagement to support and acknowledge the youth living in the City of Toronto.

Question #21 “NIIZHTANA SHI BEZHIG GWEDWEWIN”: Please describe your interests and/or concerns in learning more about our history as Indigenous people in Canada.

Thematic Summary

*Concerns & Interests*Traditional Knowledge*Healing Initiatives*Knowledge of Ancestry*

- There was a small number of respondents (14%) who had no concerns or were not sure about learning more about our shared history with Canada and with one indicating that it is good.
- Respondents indicated a concern for Indigenous youth not learning about the truth of the shared history with Canada and that this history is not being taught within the Toronto District School Board and not reaching the homes and citizenship of the Greater City of Toronto.
- Respondents indicated a concern that the injustice of Indigenous people is a dark history and can be triggering for young people. However, the real history from our educated but limited number of Resource People and Elder survivors will provide a strong sense of resilience amongst the people with a desire to learn about times that stem from pre-colonization about our way of life before it was negatively impacted.
- Respondents indicated a concern about information being disseminated at only one or two sites and have suggested to repeat learning opportunities at all sites of ENAGB; and that this information is properly shared to prevent uncertainty.
- Respondents have indicated a significant interest in learning about the unjust and traumatic history of Indigenous people in Canada as it has been suggested that this will help young people understand their own challenges including their family and community hardships including outstanding issues such as the lack of quality of water in First Nation communities and Missing and Murdered Indigenous Women and 2 Spirited (MMIW2S) relatives.
- Respondents indicated a desire to learn more about traditional knowledge, ceremonies and their people’s language.

- Respondents also indicated a desire to learn more about their family history and ancestry.
- Respondents have indicated that his learning of histories must be facilitated as an opportunity for healing, resilience and empowerment far removed from oppression.

Question #22 “NIIZHTANA SHI NIISH GWEDWEWIN”: If there is one thing that you can change at ENAGB what would that be and please explain why this change is important to you.

Thematic Summary

*Space & Work Environment*Program Delivery*Communications*Hours of Service & Accessibility*
Advocacy*Outdoor Opportunities*Other*

- While a small number of respondents were not sure or did not know of any changes that they could suggest for change at ENAGB, there was a large number of respondents who indicated that there was nothing they would change at ENAGB as ENAGB is doing a good job in servicing the youth. However, youth relatives do have concerns and ideas to help address the overall development of programs and services for the value of ENAGB.
- There is expectation for service providers to always uphold the importance of their profession through Indigenous ways of knowing and that the youth respondents are wanting more at ENAGB whether it be increased programming, development in the spectrum of services and/or the expansion of services locations of ENAGB.
- It has also been expressed that there is a strong need to review the hours of services and program delivery to better meet the needs of all youth especially for those that are younger and local transportation becomes a safety issue.

Question #23 “NIIZHTANA SHI NSWI GWEDWEWIN”: Please share your suggestions and/or ideas of how ENAGB can further promote access to programs and services to Indigenous youth living in the City of Toronto.

Thematic Summary

*Television, networking and communications*Social Media networks*Media Sharing Networks*Other
Medium for advertising*In-person*Supports for participation*Other*

- Although a small number of respondents did not know or were not sure about any ideas to improve marketing, there was an appreciation that ENAGB is doing a good job at promoting youth programs and services.

- Respondents have indicated many ideas of promoting programs and services that include advertising on television, the radio, the internet, brochure, newspapers, magazines, billboards, posting flyers at Indigenous Apartment Buildings and other common public areas, TTC Ads and the vast opportunities in social media networks.
- Respondents have indicated the advantage of networking with other agencies to share information and to request posting within other agencies, especially schools; and the possibility of creating a monthly newsletter with monthly calendars to highlight events.
- Respondents have suggested creating an ENAGB application to become more informed about the opportunities and/or improving on communications through email.
- Respondents have indicated the advantage of in-person communications to promote opportunities first-hand.
- Respondents have also indicated a need for additional support to maximize participation such as assistance with transportation, child care, on-line programming, more locations for activities especially the outdoors, recruitment for team sports, giveaways and revisiting age requirements for participation.

Question #24 “NIIZHTANA SHI NIIWIN GWEDWEWIN”: Please describe the types of land-based activities and/or outdoor cultural awareness activities that you would like to see offered through ENAGB?

Thematic Summary

*Healing Lodge & Traditional Medicines*Teaching Lodge and Community Events*Agriculture & Harvesting & Living off the Land*Recreations & Leisure*Other*

- Although a small number of respondents were not not sure to recommend any land-based outdoor cultural learning, many respondents have suggested the importance of healing through ceremony, the use of traditional medicines and generally just being outdoors.
- Respondents have indicated a desire to continue learning through storytelling and guidance from Elders and Knowledge Keepers.
- Respondents have indicated a strong need for Sweat Lodges and various ceremonies throughout the year such as the Full Moon Ceremony to support the healing and wellness of our women.
- Respondents have indicated a strong need to facilitate Fasting and Vision Quests for youth.

- Respondents have indicated the importance of knowing the teachings and keeping of Sacred Fire.
- Respondents have indicated a strong need for growing and harvesting our own food through gardening, berry/rice picking, hunting and fishing.
- Respondents indicated a strong need for connecting to the water and the land by regular cultural camps both day and overnight camping throughout the year.
- Respondents have indicated the importance of celebration through singing, drumming, dancing and pow wow for appreciation of the many teachings from our natural environments.
- Respondents have provided many ideas for outdoor opportunities for recreation and leisure to support healthy active living.
- Respondents have provided many ideas for group outings to serve as an experience for entertainment and exploration of the many opportunities in Toronto including visiting the zoo and seeking inspiration from live sports.

Question #25 “NIIZHTANA SHI NAANAN GWEWEWIN”: Please share your hopes and dreams for the future of ENAGB and/or where do you see ENAGB in the next three years.

Thematic Summary

*Work Environment & Operations*Growth and Expansion*Youth Engagement*Youth Interaction & Community and Family Events*New Services and Initiatives*Other*

- A small number of respondents were unsure about seeing into the future or felt much can happen in three years. Nevertheless, respondents indicated significant hopes and dreams for ENAGB; and to especially continue the amazing and impactful work.
- Respondents hope that the immediate future for ENAGB includes a bigger work environment/ facilities and a bigger operation because of the meaningful work that is being done to date for youth. Also, the operations include the creation of more work experience opportunities for youth who are job ready. Improved communications and accessibility when reaching out to youth. To provide a large enough support system for indigenous youth that expands operations throughout the north resulting in less addiction and more recovery, more youth attending school and finding hobbies and indigenous peoples learning more and more about our culture.
- Respondents envision the growth and expansion of ENAGB into the Greater Toronto Area, Ontario and across Canada to support Indigenous youth; and to have a Cultural

Hub that youth can go to when needed, connecting youth to Indigenous mentors around the GTA for cultural, mental, emotional, physical and spiritual health.

- Respondents envision much more youth engaging with ENAGB and becoming more involved once ENAGB has the larger space/additional sites and the human resources to respond to the needs of the many Indigenous youth residing in the Greater City of Toronto. That ENAGB will create a community from all nations, coming together to support each other and the indigenous youth.
- Respondents envision ENAGB hosting much more community and family events to build upon positive peer support and to strengthen community unity in the best interest of Indigenous youth.
- Respondents hope for more programs and services creating more impact through Indigenous ways of knowing and doing. The respondents also continue to share new ideas for programming such as skydiving and skateboarding. Including community gardens and initiatives that support food sources to help feed the youth and their families and finishing the school.

Question #26 “NIIZHTANA SHI NGODWAASWI GWEDWEWIN”: In terms of looking "Seven Generations Ahead", please share your opinion about what Truth and Reconciliation should look like to support Indigenous youth living in the City of Toronto.

Thematic Summary

*Healing, Wellness and Empowerment*Youth Awareness*Advocacy and Unity*Historical & Cultural Justice*Cultural Safety*Financial & Funding Supports*Other*

- Although a good number of respondents did not know or were not sure about the meaning behind the Truth and Reconciliation movement, many respondents have exceptional ideas for strengthening the cause while living in the City of Toronto. While others felt ENAGB is doing a good job impacting the youth today and will continue to do so, Seven Generations ahead.
- Respondents indicated a strong need to continue with the Healing and Wellness work to support and strengthen the empowerment of youth. The cultural aspect as a foundation for healing and prevention is a priority for youth and should be demonstrated through love and peaceful, forgiving and constructive development within the circle and for those outside the circle.

- Respondents have indicated a strong need for healthy families to achieve a healthy community. There is a strong belief that there is strength in unity that warrants children being returned home and to a prosperous community. The youth value a strong sense of community to stand with the youth to address outstanding historical and social injustices leading to generational trauma of the people.
- Respondents have indicated a need for land acquisition to support ENAGB development within the traditional territory of Tkaronto (place where there are trees in the water re weirs to catch fish), especially a plan for land to support Indigenous agriculture to feed the people with healthy food to help address “the generational sickness from unhealthy lifestyles leads to an unhealthy mind as well.”
- Respondents have indicated a strong need for youth to know more about their own traditions as Indigenous people and be educated about the shared history with Canada, so that there is guidance for future generations to be on the right path and to effectively defend the rights of the people in a positive way.
- Respondents have indicated that Truth and Reconciliation should be about youth voices being heard, acknowledged, and valued as Indigenous peoples. The importance of advocacy and unity is essential to address the social determinants of health for youth quality of life; and that ENAGB address any outstanding issues of misleading endorsement of youth needs from other agencies. It is also important to educate the people on the outside looking in and are welcomed to learn along with ENAGB about what youth are going through and what both the Indigenous and non-Indigenous sectors can do to heal.
- Respondents indicate the importance of continuing to build a community of all Indigenous Nations to collectively address and rectify historical and social injustices affecting Indigenous youth living in the Toronto area. It is believed that reconciliation should involve the non-Indigenous sector supporting Indigenous youth by uniting and restoring friendly relationships through cultural relationships without stereotypes and to make Toronto a great place for Indigenous youth on traditional territory with a history of ancestors and family of Indigenous peoples.
- Respondents have indicated a need to collectively ensure the provision of education awareness in the public school systems, establishing Indigenous representation in City politics and advocating for more community initiatives to address any ignorance and

racism and to support cultural spaces such as more Indigenous Art showcased within the public setting of Toronto.

- Respondents have indicated a clear need for funding as a demonstrated effort to achieve Truth and Reconciliation and to proceed with the required development of ENAGB to support Indigenous youth and their families living in Toronto. It has also been suggested that more Federal and Provincial funding should be applied so that Indigenous youth can be supported by a youth agency to help reclaim sense of identity through language and Indigenous way of life and to access affordable housing, higher education, job training, and improved health care.

ENAGB THREE-YEAR STRATEGIC PLAN (2022-2025)

Walking in Beauty means learning how to get along with each other in a kind, sharing, honest and respectful way. This means listening, learning and knowing about each other - about one another's cultures, histories, contemporary concerns and worldviews. It means coming together in the Indigenous way, within a circle - where there is no start, no top, no end, and no bottom - where we all have our rights and responsibilities, and where we all value and respect difference.³

The analysis of the youth survey data and youth focus groups, along with ENAGB Indigenous Youth Agency operations provided Four Pillars of Strength. When the four pillars of strength are placed inside of the Medicine Wheel it demonstrates an Indigenous Learning Model. The Indigenous learning model developed by the Coalition of the Advancement of Aboriginal Studies (CAAS) has been incorporated into the Strategic Plan, along with ENAGB's Four Pillars of Strength to encompass a cultural perspective on the significance of teachings throughout the seasons.⁴

East (Zaawaa - Yellow): Culture, History, Language and Ceremony

South (Mskwaa - Red): Value in the Importance of Unity

West (Mkadewaa - Black): Expansion of Programs, Service and Building of Human Resources

North (Waabshkaa - Winter): Race Relations and Healing

The teachings of the medicine wheel will provide the framework for the strategic plan which includes "Goals, Objectives, Time-frame, and Success Indicators" that have been identified by Weweni Waa Zhichgaiyiing. 122 strategies have been outlined and divided into the four directions.

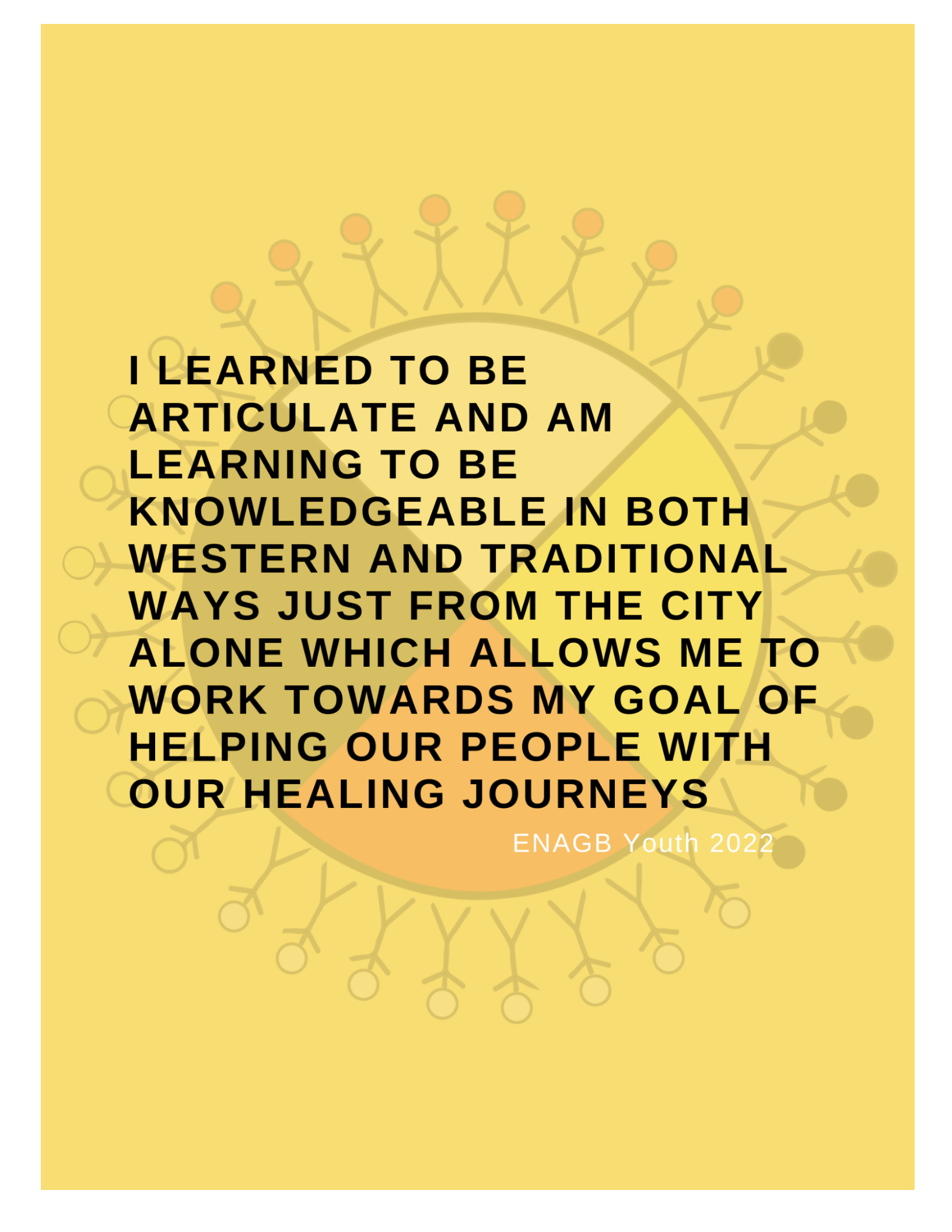
³ Coalition for the Advancement of Aboriginal Studies (Ed.). (2015, August 26). Learning About Walking in Beauty: Placing Aboriginal Perspectives in Canadian Classrooms. Canadian Race Relations Foundation. Retrieved from

<https://www.crrf-fcrr.ca/en/resources/research-projects/item/23526-learning-about-walking-in-beauty-placing-aboriginal-perspectives-in-canadian-classrooms>

⁴ Idib.

Strategy Legend

| | | |
|-------------------------------------|--|---|
| RTO Relocation | PS Physical Support | CT Culture and Traditions |
| RL Residency Location | SS Spiritual Support | HCI History Concerns and Interest |
| C Challenges | ES Emotional Support | CG Change |
| O Opportunities | MHA Mental Health and Addictions | PR Promotions |
| S Strengths | SP Safeplace | LBO Land-based and Outdoor Activities |
| CP Community Partnerships | AO Aging Out | HD Hopes and Dreams |
| BO Branching Out | ET Education and Training | TR Truth and Reconciliation |
| MHS Mental Health Support | | |



**I LEARNED TO BE
ARTICULATE AND AM
LEARNING TO BE
KNOWLEDGEABLE IN BOTH
WESTERN AND TRADITIONAL
WAYS JUST FROM THE CITY
ALONE WHICH ALLOWS ME TO
WORK TOWARDS MY GOAL OF
HELPING OUR PEOPLE WITH
OUR HEALING JOURNEYS**

ENAGB Youth 2022

EASTERN DIRECTION “Waabanong”

Survival and Resistance

COLONIZATION

ENAGB Pillar: Culture, History, Language and Ceremony

Look upon the East for awareness, renewal and observation. A time for new beginnings as the sun rises, it brings us a new day and a good state of mind to begin each day. Babies and children bring to us purity and innocence untouched by the world and they are a new beginning to sustain our way of life.

Gifts

Shkode (fire), Sema (tobacco), Minookmi (spring), Weweni Nendomowin (mental health), Zaawaa (Yellow), Niibiishaaboke Bimaadziig (Asian people), Binoojiitig (children), Kizhep (morning)

Goal #1

All registered ENAGB Youth and families are provided with the utmost opportunity to experience and value our natural connection to the land through land-base ingenuity and land acquisition.

LAND-BASE INGENUITY

| Strategy | | Time-frame | Success Indicator(s) |
|----------|--|------------|---|
| 1.1 (BO) | That ENAGB researches funding opportunities for land purchase within the greater surroundings of the City of Toronto to support enhanced land-based learning opportunities for youth and their families. | Year 1 | Listing of Real Estate and Property Opportunities, First Nation Community Partnership for Collaborative Programming |

| | | | |
|-----------------|---|--------|---|
| 1.2 (SS) | That ENAGB views any potential land surrounding the Greater City of Toronto to intensify the support for ceremonial activity, planting, camping and powwows. | Year 2 | Offer to Purchase. |
| 1.3 (LB) | ENAGB hires a Traditional Foods Coordinator to assist with the development of community gardening, harvesting and preserving. The Traditional Foods Coordinator would also assist with opportunities for hunting and fishing camps during optimum harvesting times. The Traditional Foods Coordinator may also be designated to coordinate an Annual Community Harvesting Celebration to promote healthy living and the benefits of traditional foods. The Traditional Foods Coordinator may also assist with overseeing the services of a Food Bank specifically for ENAGB youth and their families. | Year 2 | Hiring a Traditional Foods Coordinator |
| 1.4 (HD) | That ENAGB establishes a sustainable food program through community gardening that highlights Indigenous horticulture and traditional hunting and fishing practices. | Year 1 | Framework for traditional planting, harvesting, preserving including hunting and fishing. |

| | | | |
|-----------------|--|--------|--|
| 1.5 (TR) | That ENAGB research and explore opportunities for land acquisition of traditional territory within the Greater Toronto Area to enhance and further develop programs and services. ENAGB also seek support to include Tkaronto land acquisition for community housing development for Indigenous youth. | Year 3 | Enhanced partnership with City of Toronto and other Indigenous Agencies. |
|-----------------|--|--------|--|

Goal #2

All registered ENAGB Youth are provided with enhanced cultural learning to value the purpose of Mino Bimaadziwin (good life).

ENHANCED CULTURAL LEARNING

| Strategy | | Time-frame | Success Indicator(s) |
|-----------------|---|-------------------|--|
| 2.1 (C) | That ENAGB intensifies the efforts to create enhanced cultural learning opportunities to support the health and well-being of youth. | Year 1 | Continued, regularly scheduled and enhanced cultural learning activities both virtual and in person. |
| 2.2 (PS) | That ENAGB establishes a dedicated Cultural Support Program specifically to increase the support for regalia making and the provision of dance lessons for participation in the various forms of Pow Wow Dancing. | Year 1 | Create a Cultural Support Program that consists of Elders/Knowledge Keepers and Traditional resource people willing, able to guide, support the cultural activities, and teachings requested by the Indigenous youth of ENAGB. |

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| 2.3 (SS) | That ENAGB establishes an Elder/Knowledge Keeper Program where there is a rotation of Elders/Knowledge Keepers available at each of the locations throughout the week. | Year 1 | A current and continuously updated roster of Elders/Knowledge and Language Keepers. |
| 2.4 (SS) | ENAGB continues to create safe cultural spaces with access to traditional medicines at all ENAGB sites to foster a sense of belonging and healing through Indigenous ways of knowing. | Year 1 | Continuous availability of the traditional medicines to the Indigenous and their families. |
| 2.5 (CT) | That ENAGB hire or designate an existing staff member as a Cultural Facilitator to coordinate the vast cultural and traditional learning opportunities for youth and their families. | Year 2 | Full time Cultural Facilitator. |
| 2.6 (O) | ENAGB continues to strengthen the cultural aspect of programs and services through community partnerships and strengthening culturally-appropriate support for the health and well-being of ENAGB youth. | Year 1 | Regular staff debriefing of cultural programming and evaluation from both youth and parents. |
| 2.7 (HIC) | That ENAGB further creates opportunities for ceremony to support healing, wellness and empowerment for a healthy lifestyle and to cherish our | Year 1 | Continued and enhanced opportunities for attending ceremonies for both Indigenous youth and their families. |

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| | Indigenous gift of vision and spirituality. | | |
| 2.8 (LB) | That ENAGB hires a Traditional Medicine Advisor/Coordinator with lived experience to support medicine group study for proper identification, times for harvesting, preparation and preserving medicines in association with individual ailment/condition for registered youth relatives. The Traditional Medicine Advisor/Coordinator may also be responsible for overseeing the growing of a Sacred Medicine Garden (sweetgrass, sage, cedar, and tobacco). | Year 2 | Provide opportunity for any current staff interested in acquiring the knowledge of traditional medicine through apprenticeship with a traditional medicine person in the City of Toronto or surrounding area with opportunity for current staff to evolve into the role of ENAGB traditional medicine staff person. |
| 2.9 (LB) | That ENAGB hire a Community Event Planner to support the logistics for a successful Annual ENAGB Youth Powwow Gathering specifically to celebrate the learning and living of Indigenous ways of knowing and doing. This person can also be responsible for year long cultural learning for regalia making, dancing, drumming and singing in preparation for the Annual Powwow celebration. | Year 1 | Have current staff work as a team to coordinate an annual powwow along with Indigenous Youth and Family and other volunteers. |

GOAL #3

That all registered ENAGB Youth are provided an opportunity to learn their Indigenous language as a First Nation, Metis and Inuit person while living in the City of Toronto.

LANGUAGE

| Strategy | | Time-frame | Success Indicators |
|----------|--|------------|---|
| 3.1 (S) | ENAGB identifies community and school opportunities where the youth and their families can learn their first language and also by offering virtual and in-person language classes. | Year 1 | Access to language learning opportunities by Indigenous youth and their families. |
| 3.2 (CT) | That ENAGB develop an Indigenous Language Arts Program that will accommodate the interest for language learning amongst the diversity of registered ENAGB youth. | Year 2 | Partnership with a community college like Georgian College in the development of an Indigenous Language Arts program. |



**I HAVE THE STRENGTH TO
BELONG TO A SCARED
COMMUNITY**

ENAGB Youth 2022

SOUTHERN DIRECTION “Zhaawanong”
Celebrating Strength and Unity
MANY NATIONS/MANY STORIES
 ENAGB Pillar: Value for the Importance of Unity

A time for growth and nurturance which results in celebration throughout the summer. The afternoon, when the sun shines the brightest, nurtures all plant and tree life. From this we are reminded to be kind and nurture our young people. It is also a time for gathering and remembering the importance of physical labor and well-being. Youth are moving into adulthood as future leaders and caregivers, guided by the significance of the past, present and future. Which reminds us about the importance of balance in the mind, body and spirit and our connection to Shkagamikew (Mother Earth) and all our relations.

Gifts

Aki (earth), Wiingaashk (sweetgrass), Niibin (summer), Mskwaa (red), Anishinaabeg (Indigenous people), Eshkaniigajig (youth), Wiiyaah (body), Naakwe (afternoon)

Goal #1

That all registered ENAGB youth are provided with the utmost recognition of personal strengths and provided the necessary support to acquire a strong sense of identity to achieve success in both their education and life paths to become meaningful contributors to the greater Indigenous community and society in general.

CASE MANAGEMENT

| Strategy | | Time-frame | Success Indicators(s) |
|-----------------|---|------------|---|
| 4.1 (MS) | That ENAGB reviews existing case files to validate the need for enhanced services in the area of treatment and other therapies required to support youth health and wellness. | Year 1 | Case Conferencing and review of client files to ensure follow-up where required |

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| 4.2 (S) | ENAGB implements a case management system that helps identify the strengths and weaknesses of individual youth for the building of self-confidence, positive outlook and to promote active youth participation. | Year 1 | Explore and identify external data systems management consultant(s) to begin the exploration of appropriate technology for client record keeping. |
| 4.3 (ES) | That ENAGB reviews and/or establishes both a formal and informal check-in system for youth that require intensive one-on-one support for their health and well-being. This may involve regular therapeutic sessions including activities to support follow-up and prevention such as workshops and guest speakers. | Year 1 | That staff and management collaborate to develop a process for wellness check ins for the youth with the implementation of appropriate services that shall be evaluated quarterly to determine success and/or improvement. |
| 4.4 (ES) | That ENAGB develops a policy and procedures manual to reinforce Indigenous perspectives for healing journeys and the importance of patience and commitment necessary; and to also include relevant 24-hour crisis and life-line support that are available for youth and their parents. | Year 1 | Collaborate with external mental health and addictions services to see guidance and support on the implementation of a 24 hour ENAGB specific crisis and life line support for the youth. |
| 4.5 (ES) | That the ENAGB wellness team continues to strengthen the advocacy for youth that require their basic needs met to support their life path in education, training and career development. | Year 1 | Ensure collaboration with external Indigenous and Non-Indigenous employment and training agencies to offer on-site appropriate workshops and training in the field of education and career development. |

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| 4.6 (MHA) | That ENAGB review client data with regard to initial interventions, therapy and aftercare for youth who have recovered and maintained their wellness; to also review data for the youth clients that may have fallen off the radar and/or never returned for ongoing support and to learn from this information to enhance and further develop areas that require improvement for mental health and addictions support. | Year 1 | The development of an analytical report that will inform ENAGB on a path forward to enhancing and improving services for ongoing support to youth clients |
| 4.7 (MHA) | That ENAGB reviews client data and staff notes to determine the need for additional staff to support the need for improved one-on-one services | Year 1 | Implementation of regular staff meetings/case conferencing with recommendations to ensure the utmost care to those requiring one-on-one support |
| 4.8 (AO) | That ENAGB develops an improved case management system that helps youth identify individual strengths and interests to determine realistic and meaningful career paths and opportunities for ongoing development. | Year 1 | Explore various culturally appropriate interests and strengths testing software for the youth that could be accessed as part of their career and educational paths. |
| 4.9 (CT) | That ENAGB develops a process to assist youth with determining their Indigenous roots and to make connections with their home community(ies) to also reinforce the idea of “where did we come from?” | Year 1 | Provide assistance and support to Indigenous youth who want to seek out their identity and community roots by developing collaborative partnership with other support services that have access to data and information such the Indian Affairs |

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| | | | Registrar, band memberships offices etc. |
| 4.10 (O) | That ENAGB implements a case management system that quickly identifies at-risk youth and/or underserved youth including mental health and addictions supports. | Year 1 | Develop and implement an intake process with clear pathways to access mental health and addictions support services. Investigate the appropriateness of culturally appropriate software intake programs that can assist in determining the need for expedient mental health and addictions support. |
| 4.11 (HIC) | That ENAGB assists interested youth with identifying with their family roots and ancestral history. | Year 1 | Establish strong working collaborative relationships with appropriate government and First Nation members offices that can assist with information regarding an Indigenous youth family roots. |

Goal #2

That all registered ENAGB youth are provided enhanced opportunities to appreciate and learn from their greater Indigenous community while living in the City of Toronto.

CELEBRATION AND RECOGNITION

| Strategy | | Time-frame | Success Indicator(s) |
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| 5.1 (MS) | That ENAGB creates an Annual Plan for activities throughout the year that will support healthy active living amongst youth. | Year 1 | Staff to meet 2 days to collaborate on mapping out all activities for the year. |

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| 5.2 (SS) | That ENAGB increase opportunities for youth and their families to gather, celebrate culture, traditions and languages throughout the year and invite the greater Indigenous community of Toronto to support ENAGB events | Year 1 ongoing | Staff and Management plan to schedule celebrations of culture and traditions and language that will be aligned with the 4 seasons. |
| 5.3 (PS) | ENAGB develops an Annual Schedule for year-round outdoor activity to support physical fitness. | Year 1 | Completion of a calendar of potential cultural outdoor activities related to the teachings in each of the four directions and seasons. Begin to schedule appropriate venues, teachers for each of the activities identified. |
| 5.4 (PS) | ENAGB develop a year-end school incentive program for youth with an opportunity to attend Canada's Wonderland as a group. | Year 1 | Create a youth achievement awards advisory committee comprised of community, education and training partners whose mandate will be to fundraise for youth monetary incentives and to plan and coordinate an annual awards recognition and celebration banquet. |
| 5.5 (ES) | That ENAGB reviews and/or establishes participant gifts and care packages throughout the year that promotes and reinforces self-care for youth such as smudge kits and other gifts/participation certificates that instills pride and well-being for individual growth and development. | Year 1 and 2 | Seek and secure funding through various appropriate government agencies. |

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| 5.6 (ES) | That ENAGB plan for Annual trips-outings for each season as an incentive for youth and their families to reinforce the importance of a healthy family and community. | Year 1 and ongoing | Explore and apply for appropriate annual funding with Heritage Canada related to cultural and language annual outings. |
| 5.7 (S) | That ENAGB enhance and further develop opportunities for youth and their families to gather, celebrate culture, traditions and languages throughout the year and invite the rest of the Indigenous community to actively support ENAGB events | Year 1, 2 | Management and Staff to identify participants for a fundraising committee composed of management, staff, and community members that will meet regularly to brainstorm and forward on funding raising opportunities. Connect with Heritage Canada to become expertly knowledgeable about the funding envelopes available through them both proposal based and annual core funding |
| 5.8 (CT) | That ENAGB hosts an Annual Community-Youth Powwow to help celebrate the resilience and leadership of Indigenous youth living in the City of Toronto including regular cultural activities on the weekends to accommodate families and group travelling. | Year 1 | Create a powwow committee composed of staff, youth, parents and community members to plan and coordinate the ENAGB annual powwow. |
| 5.9 (CG) | ENAGB plans for more culturally-appropriate programs and events with the opportunity to meet new people to support a strong sense of community. | Year 2 | Establish community partners that will collaborate in the co-hosting of culturally-appropriate family oriented programs and events within the Indigenous |

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| | | | Community of the City of Toronto. |
| 5.10 (HD) | That ENAGB establishes an Inaugural Annual Youth Cultural Conference Event to demonstrate Indigenous healing and preventative measures that are contributing to the health and wellness of Indigenous youth. This event can be highlighted in Thanksgiving with a celebratory Pow Wow to recognize the resilience of the young people and as future leaders and care providers. | Year 2 | Develop partnerships with other Provincial Indigenous youth bodies to collaborate on an celebratory Inaugural Annual Youth Cultural Conference Event that both Indigenous and Non-Indigenous groups will learn and benefit from. |

Goal #3

That all registered ENAGB youth are provided with an enhanced opportunity to appreciate the significance of our past, present and future to find the courage to change what they can from both an individual and community perspective.

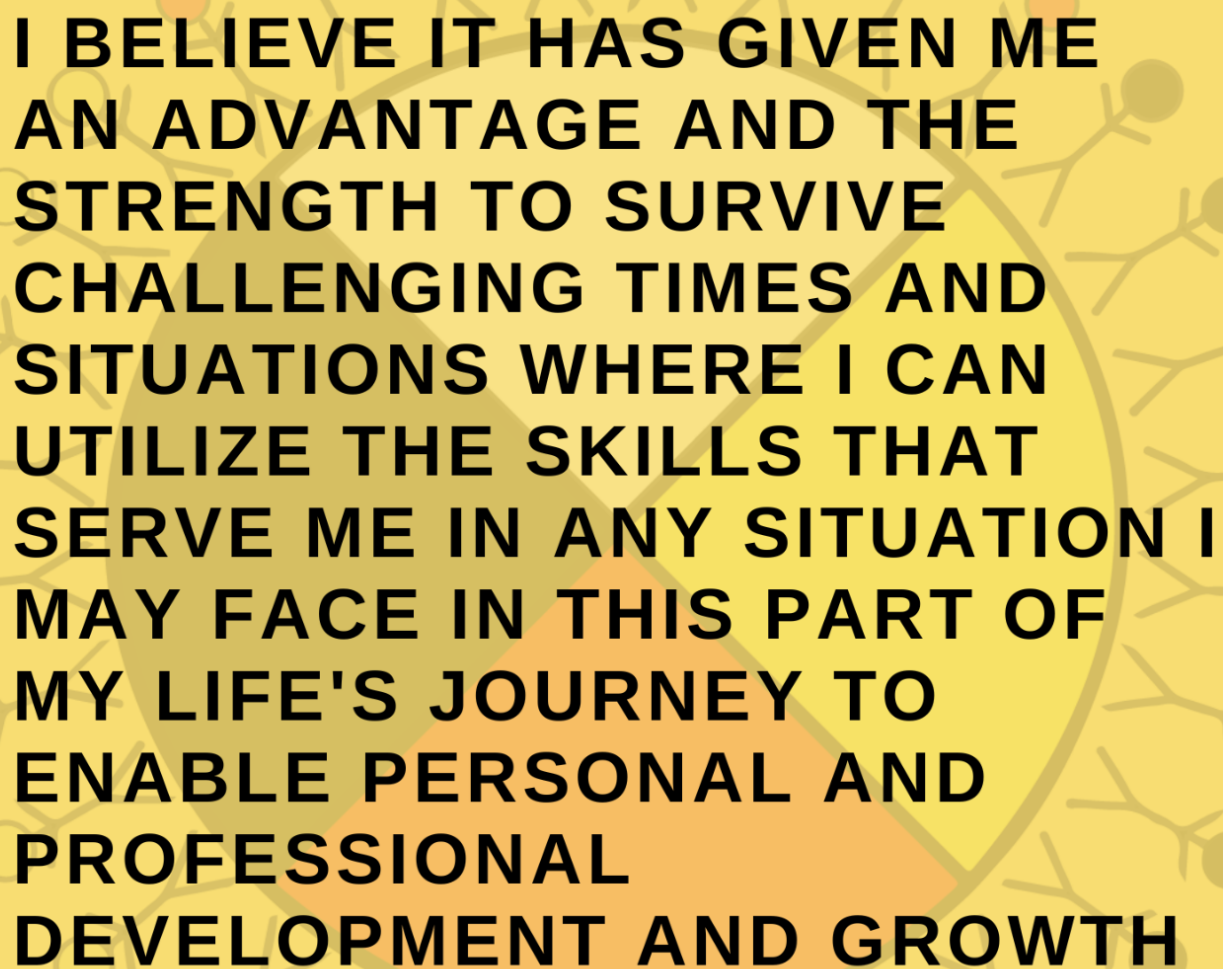
CONSULTATION & ACCOMMODATION

| Strategy | | Time-frame | Success Indicator(s) |
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| 6.1 (ES) | That ENAGB establishes a regular Sharing/Talking Circles for youth, parents of youth and parents of children 0-6 to collectively address issues and concerns to determine solutions (i.e. guest speaker, workshops etc.) for the health and well-being of children, youth and families. | Year 1 | Staff and management to collaborate on suggesting and scheduling potential sharing/talking circle facilitators and other guest presenters to encompass wholistic health and wellness educational workshops. |

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| 6.2 (MHA) | That ENAGB develop and/or reinforce ongoing opportunities for client feedback and to consistently identify areas of improvement to ensure quality programs and services for healing and wellness. | Year 1 | Ensure that evaluations processes are in place following a scheduled activity and/or event held by ENAGB for community feedback that will be acted upon. |
| 6.3 (MHA) | That ENAGB excels in the research of information about the impacts of intergenerational trauma, how it continues to affect our families and youth today and compare and contrast what the issues are today and 20 years ago. | Year 2 | Invite and schedule Indigenous Scholars who reside in and around the City of Toronto to come and guest lecture at an open forum at ENAGB on intergenerational trauma and other Indigenous research topics. |
| 6.4 (CT) | That ENAGB facilitates more community and family events to address the feelings of disconnection with the community and for youth to become more aware of community resources and other families for support. | Year 1 | Develop a quarterly schedule of community events that bring families together for socializing and support throughout the year. |
| 6.5 (CT) | ENAGB improves its communication and networking system to inform youth about learning opportunities. | Year 1 | Explore the various social media platforms to determine ones that would best meet the needs of ENAGB in terms of reaching Indigenous youth and their families to inform them of the learning and supportive opportunities with ENAGB. As well as, create a digital newsletter to be circulated biweekly. |

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| 6.6 (O) | That ENAGB further develop Network systems to collaboratively address the needs of youth and to strengthen partnerships to co-create opportunities for Indigenous youth. | Year 1 and ongoing | Seek and develop a new partnership yearly to continue to work together in creating strategic ways to provide wrap-around services and support of the Indigenous youth and their families. |
| 6.7 (HIC) | That ENAGB prepares a series of speakers that reflect on the concerns and interests expressed by respondents. That these series of speaking engagements be scheduled on weekends to accommodate youth and family participation and that ENAGB consider the Annual speaking engagements/circles take place for each new season to also help celebrate the summer and winter solstice and spring and fall equinox. | Year 1 | ENAGB created a task committee of volunteers from management, administration, and staff to begin to plan out a speaker series for ENAGB that will coincide with the summer and winter solstice and spring and fall equinox. Implement a virtual speaker series for the spring 2023 equinox to kick off the speaker series. |
| 6.8 (HIC) | That ENAGB increases counselling support on-hand during and after activities that involve education and awareness about the historical and social injustices of Indigenous people. Furthermore, to consider any necessary follow-up and/or family circles to support healing and wellness from intergenerational traumas. | Year 1, 2, 3 | Identify and secure appropriate counselling/Elder support that will be available when requested during activities that may be triggering for some youth and family members. |
| 6.9 (CG) | That ENAGB install suggestion boxes at each ENAGB site for ongoing effort to improve where | Year 1 | Have a wooden suggestion box hand made by an Indigenous youth through a |

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| | necessary. Suggestion boxes can be emptied and provided to management at the end of each month. | | call out for Indigenous woodworking youth to make a submission. |
| 6.10 (CG) | That ENAGB provides information to clients (youth and parents) about policy and protocol to formally address concerns and/or complaints about services and the delivery of programs. | Year 1 | Together with input from staff and governance create a process by which complaints can be recorded, submitted, addressed and resolved effectively and efficiently. |
| 6.11 (CG) | That ENAGB plan for improved communications including regular announcements at relevant schools and relay to students emails to ensure that each registered youth relative is informed well in advance about the learning opportunities and events scheduled at ENAGB. | Year 1 | Connect with Principals and Vice Principals at relevant schools to begin discussions regarding best practice to promote ENAGB activities for the Indigenous youth within the schools. |
| 6.12 (TR) | That ENAGB take a lead in the creation of family and community learning programs (accredited or not accredited) to help youth and their families to become more aware about the purpose of the Truth and Reconciliation Calls for Action and the underlying issues and the movement of provincial and national Indigenous leadership and direction. | Year 1, 2, 3 | ENAGB administration, and staff begin brainstorming sessions on effective ways of sharing more information on the Truth and Reconciliation Calls to Action by staying abreast of any upcoming virtual webinars, lectures and presentations with the scope of Indigenous Scholars, Indigenous Governance bodies and local Indigenous groups and organizations. |



**I BELIEVE IT HAS GIVEN ME
AN ADVANTAGE AND THE
STRENGTH TO SURVIVE
CHALLENGING TIMES AND
SITUATIONS WHERE I CAN
UTILIZE THE SKILLS THAT
SERVE ME IN ANY SITUATION I
MAY FACE IN THIS PART OF
MY LIFE'S JOURNEY TO
ENABLE PERSONAL AND
PROFESSIONAL
DEVELOPMENT AND GROWTH**

ENAGB Youth 2022

WESTERN DIRECTION “Epigishmok”

Renewal and Rebuilding

DECOLONIZATION

ENAGB Pillar: Excellence in Programs and Services and the Building of Human Resources

Look upon the West for understanding, change and clarity through reason, knowledge and recognition. The setting sun indicates that the day is over and we finish our day by cleansing with water. Mshkodewashk (sage) assists us with cleaning our mind, heart and inner spirit. Autumn is the time for harvest and respect for change including death and decay through acceptance and emotional well-being. A time for adulthood and to understand our place in the world around us.

Gifts

Biish (water), Mshkodewashk (sage), Enmaanjwaang (emotional health), Mkade Bimaadziig (Black people), Mkadewaa (black), Nitaawgit (adult), Gitziimaag (parents), Gashi (mother), Noos (father), Digwaage (autumn), Naakshi (night)

Goal #1

That ENAGB continues to maximize opportunities to become more familiar with Indigenous youth, children and their families and the greater Indigenous community within the City of Toronto, in order to fully recognize the many talented Indigenous community resource people that are available to support youth and children 0-6 initiatives.

DEMOGRAPHICS

| Strategy | | Time-frame | Success Indicator(s) |
|--------------|---|------------|---|
| 7.1 (RTO) | ENAGB hires an Indigenous Community Navigator to establish an Indigenous Welcome Wagon to assist youth and their families to other Indigenous programs and services including | Year 1 | Assign additional duties to most suitable current staff to provide navigation services to new Indigenous youth and families while identifying and securing funding sources to |

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| | those offered by the City to newcomers. This will prevent any unnecessary hardship and support for a successful transition with optimal support and guidance to accessing any resources available to the families as new community members to the City of Toronto. | | hire a full time Indigenous Community Navigator. |
| 7.2 (RTO) | That ENAGB in partnership with the various School Boards in Toronto establish a database for Indigenous Youth who are new or have been living in the City of Toronto. This database would be initiated at the time of school registration for parents to release information to ENAGB as an opportunity to reach out and support youth and their families. | Year 2 | Database in place for staff and/or Community Navigator to begin reaching out to the parents of the youth to promote ENAGB. Attend schools to make presentations to Indigenous youth population about the services available through ENAGB. |
| 7.3 (PS) | That ENAGB establishes a listing of community volunteers to participate in the necessary Coaches Training in order to support ENAGB Team Sports with various leagues available in the City. | Year 1 | Canvas for volunteers within the Indigenous Community of Toronto who are interested in taking coaches training with paid incentives to support ENAGB youth teams in sports. |
| 7.4 (SS) | That ENAGB establishes and/or updates a Community Resource Inventory of Elders, Knowledge Keepers, Language Speakers and Artisans in the area who can be called upon to support youth initiatives including ceremonies pertinent to Indigenous way of life and healing and the inventory | Year 1 | Begin discussions with Elders, Knowledge Keepers, Language Speakers and Artisans that have agreed to work with ENAGB to provide support for the initiatives identified by the youth in all aspects of their health and wellness in |

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| | should describe the ceremony and times of the year when to conduct the various ceremonies. | | order to plan and implement the appropriate activities. |
| 7.5 (ES) | ENAGB develops a community resource of Elders, Knowledge Keepers and Traditional Healers that are available to support traditional healing and wellness that incorporates Indigenous language. | Year 1 | Update and seek out more community sanctioned Indigenous Elders, Knowledge Keepers and Traditional Healers that are willing and able to provide healing ceremonial practices in the language. |
| 7.6 (HIC) | That ENAGB develop or expand on a list of community resource people who are available to share life stories for inspiration for Indigenous ways of knowing to live a good life. | Year 1 | Complete and continue to update regularly a community listing of resource people that are willing to share their knowledge through storytelling of the positive history of Indigenous people as well as understanding intergenerational trauma due to historical injustices. |
| 7.7 (LB) | That ENAGB develops a list of Community Human Resources available to facilitate various ceremonies and teachings (i.e. Full Moon, Change of Season, Fasting) throughout the year to support healing and wellness. Furthermore, access to Sacred Fire is always kept as an essential element for healing during ceremony. | Year 1 | Management, staff and governance to create a language and cultural community human resources database that will be updated on a regular basis. |

Goal #2

That ENAGB improves accessibility for youth, children and their families to participate in culturally-relevant programs and services in order to gain quality support for individual healing and outlook for ongoing health and wellness.

LOCATION, ACCESSIBILITY, AND ADMINISTRATIVE

| | | Time-frame | Success Indicator(s) |
|------------------|--|------------|--|
| 8.1 (BO) | That ENAGB Management explores additional locations for the expansion of programs and services substantiated data that supports the need to address underserved areas for Indigenous youth and their families. | Year 1, 2 | Begin researching and documenting current statistics available within Census Canada and the City of Toronto with respect to the Indigenous youth and family population and demographics to provide an understanding of the different characteristics of the Indigenous youth and family populations to utilize as rationale on the expansion of ENAGB sites geographically within the City of Toronto. |
| 8.2 (ES) | That ENAGB explores the opportunities to establish one ENAGB site as a Gym and Fitness Centre that includes resources to promote healthy active living with proper nutrition and exercise. This particular site can also be a venue to facilitate recruitment for team sports and leagues in the City. | Year 2 | Identify the expansion of an ENAGB site that could house gym equipment while ongoing funding research for another ENAGB site to serve as a fitness gym and that would also be geared to promoting wholistic health. |
| 8.3 (MHA) | That ENAGB consider establishing a permanent site designated to | Year 3 | With the outcome of the evaluation of Strategy #8 (ES) determine the need for a |

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| | support enhanced recreational and healthy active living activities. | | permanent recreational and active living ENAGB centre. |
| 8.4 (MHA) | That ENAGB conducts a Needs Assessment to establish an ENAGB Detox and Treatment Centre with reinforcement for traditional healing and recovery. | Year I | ENAGB seek and secure funding to commission out the work for a Indigenous Youth Detox and Treatment Centre feasibility and needs assessment with a consulting firm that has done similar work for other Indigenous organizations, groups in the field of Mental Health and Addictions. |
| 8.5 (SP) | ENAGB makes every effort to facilitate a buddy system for youth to travel in groups to return to their respective home neighbourhoods; also with consideration of a worker to accompany youth that may have mental health challenges to gain the confidence and comfort necessary to access City transportation. | Year 1, 2 | Management and staff to work out a buddy system along with parental input for when Indigenous youth travel to and from ENAGB programming. Management to look into securing corporate funding for the purchase of 2 ENAGB agency vans to transport youth. Identify staff that need to obtain their class “F” license in order to drive the vans. |
| 8.6 (CT) | That ENAGB considers the possibilities of its agency opening its doors to support non-indigenous youth who are interested in learning about Indigenous peoples and way of life. | Year 3 | Monitor the participation of other Non-Indigenous youth through membership registration and through their signing in at each site and provide them with a welcoming learning experience. |

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| 8.7 (O) | That ENAGB continues to support youth with food and transportation and holiday incentives with consideration of youth requirements to participate in personal life management training to further identify needs for self-sufficiency. | Year 1 | Continue to be creative in raising donations for food banks at each ENAGB site and for emergency contingency funds as well transportation needs each month. |
| 8.8 (CG) | That ENAGB develops a Food Bank Program with opportunity for Gardening through Greenhouse development for fresh food produce and preserves. | Year 2 | Have a food bank in place at ENAGB sites that are replenished through food drives in collaboration with other food bank services. Research the feasibility of having a greenhouse at one of the ENAGB sites. |
| 8.9 (CG) | ENAGB implements a regular sewing program. | Year 1, 2 | Secure corporate/government funding to purchase sewing machines for ENAGB youth. Put a call out to secure an Indigenous seamstress within the City of Toronto who can teach sewing lessons to the Indigenous youth. |
| 8.10 (CG) | That ENAGB plan for improved follow-up communications to constructively respond to inquiries and requests from clients/registered youth relatives and/or parents. | Year 1 | Management and staff to develop and implement an effective and efficient process of recording and responding to inquiries from the community. |
| 8.11 (CG) | That ENAGB provides a “one-stop” shop for service at all locations with access to computers including showers, laundry, | Year 1, 2, 3 | Continue to monitor and enhance these services on a regular basis and record actions taken as necessary. |

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| | personal hygiene supplies and food bank services. | | |
| 8.12 (CG) | ENAGB provides virtual programming to support accessibility for those youth that have safety concerns with City transportation and to support youth relatives living outside the City of Toronto. | Year 1, 2, 3 | Continue to provide and enhance virtual programming for activities, learning opportunities for the youth of ENAGB. |
| 8.13 (CG) | That ENAGB considers purchasing a vehicle or two that seats greater numbers to assist with transportation home after necessary in-person evening programs. | Year 1 | Research information with respect to purchasing 7 passenger vans for each ENAGB site for the purposes of transporting ENAGB to and from programming including costs associated with insurance and liability costs. Research potential government funding and corporate sponsorships to purchase 2 vans. |
| 8.14 (CG) | That ENAGB provides earlier start times for necessary in-person gatherings with meals for youth to return home earlier during school nights. | Year 1 | Management, staff and governance determine the success of earlier start and end times of onsite programming for the youth with recommended times from the youth and parents. |
| 8.15 (CG) | ENAGB expands services into the Greater Toronto Area to reach other Indigenous youth and to strengthen the Indigenous community within the Toronto area. | Year 3 | Research and compile data on the need for ENAGB services in additional areas in the City of Toronto. Begin developing proposals for additional funding and/or safe, affordable and suitable |

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| | | | building donations from the City of Toronto |
| 8.16 (CG) | That ENAGB provides more programs that involve outdoor activities/excursions to take place on the weekends. | Year 1 | Include sufficient and appropriate outdoor land based programming and activities that include the culture and language in yearly calendar planning ensuring that each event is evaluated by participants. |
| 8.17 (CG) | That ENAGB considers increasing the age requirements to 30 years of age to be recognized as a youth relative within ENAGB. | Year 2 | Through community consultations with ENGAB youth, families and community partners and through an impact assessment on current funding eligibility determine whether increasing ENAGB age to 30 years is a positive strategic decision moving forward. |
| 8.18 (CG) | ENAGB promotes its programs and services as an opportunity to strengthen the voice of Indigenous Youth living in the City of Toronto/Greater Toronto Ontario. | Year 1 | Through the hiring of a Marketing/Communications officer develop a strategy to heighten ENAGB's presence online within Indigenous and Non-Indigenous communities |
| 8.19 (PR) | ENAGB hire a Marketing Officer to take advantage of the many opportunities in advertising and promotions in order to maximize youth participation and support services. | Year 1 | Seek funding and/or public relations student internships to onboard a designated marketing/communications strategist to develop an ENAGB promotional strategy and campaign that will be |

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| | | | monitored and evaluated on an ongoing basis. |
| 8.20 (PR) | That ENAGB creates an incentive for monthly bus passes in order for youth to be able to attend regular learning and social networking opportunities. | Year 1 | Seek donations from the business community for 5 monthly bus pass draws to be made for those youth present for in person and virtual events. In turn provide monthly promotions for the contributing businesses in the ENAGB newsletter. |
| 8.21 (PR) | That ENAGB supports young parents with child care in order to participate in youth activities. | Year 3 | Provide onsite childcare for youth parents who have young children through existing EarlyOn staff and or a part time Early Childhood Educator. |
| 8.22 (PR) | That ENAGB creates a Youth Sports Association for ongoing recruitment and coaching of Indigenous youth to participate in organized community sports in the City of Toronto and other Indigenous competitive games. | Year 1, 2 | Research the requirements to be designated a “Youth Sports Association” for Indigenous youth and develop partnerships with other “in city” youth associations to determine the feasibility of such an association. |
| 8.23 | That ENAGB designates an existing staff person or hire a Recreation and Leisure Coordinator to support the interest of youth in various community sports, recreation and leisure opportunities and to assist with the planning of cultural camping. | Year 1 | Seek funding to hire a Recreation and Leisure Officer within ENAGB with the role and responsibility of interweaving and coordinating fitness and leisure activities into Indigenous cultural programming and events. |

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| 8.24 (HD) | ENAGB hires a Fundraising Coordinator/Philanthropist to seek out sponsorship within both the corporate and public sectors to establish the space that the youth need for programs and services. | Year 2, 3 | Access the services of an appropriate university and/or college placement to begin this work with ENAGB. Management and placement begin to research appropriate annual funding for this position. |
| 8.25 (HD) | That ENAGB creates the optimum organizational chart to thoroughly identify the Human Resources necessary to support the needs of youth to become youth masters in leadership and effective contributors to society, especially the Indigenous community living within the Greater Toronto Area. | Year 1, 2 | Introduce and implement this process via staff and governance retreat to ensure collaboration and build capacity within ENAGB Human Resources. |
| 8.26 (CP) | That ENAGB consider hiring a Communications Officer to ensure that Indigenous community-wide information is being shared with youth and their families living in the City of Toronto. | Year 1, 2 | Seek funding and/or public relations student internships to onboard a designated marketing/communications strategist to develop an ENAGB promotional strategy and campaign that will be monitored and evaluated on an ongoing basis. |

Goal #3

That ENAGB strengthens opportunities to engage registered youth relatives to take advantage of learning opportunities for both personal and professional development as a youth leader and care provider for the Indigenous community. at large living in the City of Toronto

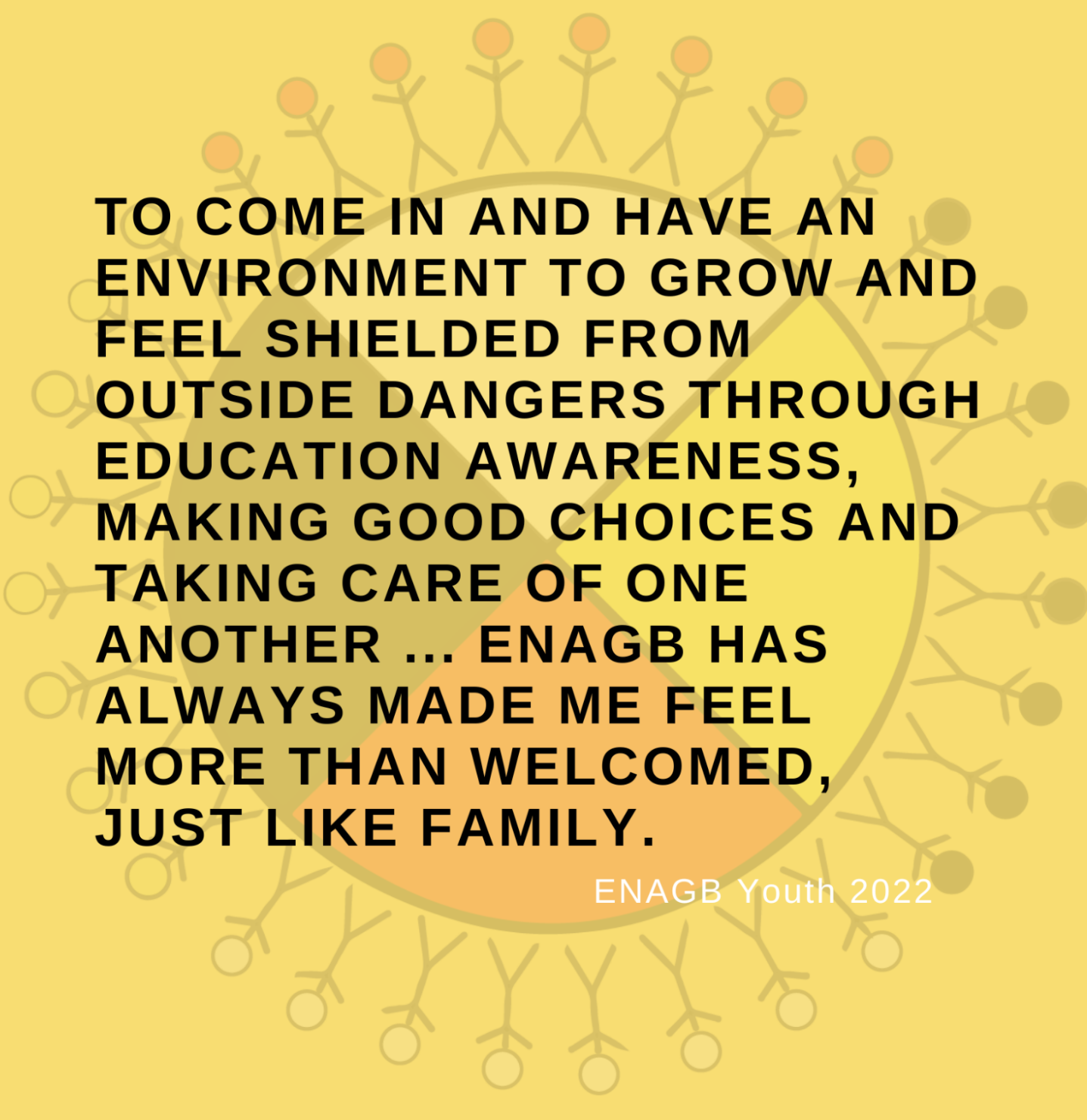
YOUTH ENGAGEMENT

| Strategy | | Time-frame | Success Indicator(s) |
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| 9.1 (S) | That ENAGB escalates the value of a Peer Mentorship Program by building on existing youth leadership and skill development which will lend support to the greater Indigenous community. | Year 2 | Research peer mentorship training that is culturally appropriate for ENAGB Indigenous Youth who are interested in becoming a certified Peer Mentor at ENAGB or anywhere else. |
| 9.2 (C) | ENAGB hosts regular workshops for Personal Life Management to help prepare youth to strengthen their skills for self-sufficiency and life success. It is evident that youth need support to learn to manage their personal resources to meet their basic needs for food, clothing and housing. | Year 1, 2, 3 | Begin offering a series of enhanced “ENAGB certified life skills training” with incentive that incorporates an Indigenous perspective to the necessities of a wholistic and balanced life. |
| 9.3 (C) | ENAGB offers a meaningful volunteer experience program in exchange for a monthly bus pass to support individual access to programs and services. A contract will need to be developed to ensure the hours and duties are agreed upon by both the youth and ENAGB. This incentive may also become beneficial for those students that require mandatory volunteer hours for their OSSD. | Year 1 | Initiate discussions with appropriate school boards to create a pathway by which students can ascertain their volunteer hours requirement through volunteering at ENAGB activities and events. |
| 9.4 (MHA) | That ENAGB develops a Culturally-Appropriate Mental Health and Addictions Campaign for youth to feel comfortable in seeking support and guidance to | Year 1 and ongoing | Ensure all communications and promotions of ENAGB programming and services have a strict confidentiality policy that is adhered to by all |

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| | overcome any issues with existing programs and supports. | | staff and that ENAGB utilize positive testimonials of both parent and youth that ENAGB is a welcoming and safe place to be. |
| 9.5 (MHA) | That ENAGB reinforces the need for staff work plans to include enhanced education awareness and informed campaigns to promote active participation of youth and their families. | Year 1 and ongoing | All staff work plans to include individual goals and objectives to promote active participation of the youth and their families in their programming. |
| 9.6 (SP) | That ENAGB intensifies the promotion of programs and services as a safe space for youth to be. | Year 1 and ongoing | Ensure that all communications and promotions of ENAGB programming and services have a strict confidentiality policy that is adhered to by all staff and that ENAGB utilize positive testimonials of both parent and youth that ENAGB is a welcoming and safe place to be. |
| 9.7 (AO) | ENAGB establish a Youth Advisory Council to also provide a voice for youth aging out of care with CAS. | Year 1, 2 | Consult and discuss any support services for “youth aging out of CAS” with the ENAGB governance bodies which will help ensure that the appropriate transitional support of these youth to other Indigenous and Non-Indigenous programs and services is optimal. Seek funding to hire a Youth Counsellor to work with the “Youth Aging out of CAS |

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| | | | Transition Advisory Council” to ensure the utmost support and advocacy to these youth. |
| 9.8 (AO) | ENAGB establish a Tutoring Program/Homework Club to provide community support for youth. | Year 1 | Coordinate and implement a virtual and in person peer tutoring program in consultation and partnership with appropriate School Boards. |
| 9.9 (AO) | That ENAGB explores the need for hiring and/or designating an existing staff member to serve as a Small Business Development Officer to support youth with self-employment by venturing into Small Business. | Year 1, 2 | Seek partnerships with Indigenous and Non-indigenous agencies that provide small business support, advocacy and resources and bring them on board to make presentations to young Indigenous Entrepreneurs and provide ongoing support to them. Pending on strong interest by Indigenous youth for small business services, ENAGB to explore the feasibility of hiring a full time staff person to fill this need. |
| 9.10 (CT) | That ENAGB recruit youth who are knowledgeable to provide cultural teachings through Peer Mentorship opportunities. | Year 1, 2 | Ensure that the peer mentorship training that ENAGB will provide is culturally appropriate and to ensure cultural activity during the training so that the soon to be “peer mentors” have the cultural teachings experience. |
| 9.11 (CG) | That ENAGB provides information to clients (youth and parents) | Year 1 | Review existing ENAGB policy on hiring procedures |

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| | <p>about the policy and procedures for hiring to ensure awareness about the importance of Indigenous and Gender equity (ie, male gender support) and to promote meaningful youth experience with opportunities for training development and higher education.</p> | | <p>and enhance this document through consultation and input from the LGBTQ2S mainstream and Indigenous sector to ensure accurate and up to date information is accessed.</p> |
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**TO COME IN AND HAVE AN
ENVIRONMENT TO GROW AND
FEEL SHIELDED FROM
OUTSIDE DANGERS THROUGH
EDUCATION AWARENESS,
MAKING GOOD CHOICES AND
TAKING CARE OF ONE
ANOTHER ... ENAGB HAS
ALWAYS MADE ME FEEL
MORE THAN WELCOMED,
JUST LIKE FAMILY.**

ENAGB Youth 2022

NORTHERN DIRECTION “Giiwednong”

Wisdom for Elders/Knowledge Keepers

INDIGENOUS WORLDVIEW

ENAGB Pillar: Race Relations and Healing

It is time for rest and reflection through storytelling to sustain our ways of knowing and to maintain traditional ways of life. A time to prepare our spirit for actualization, movement, doing, and implementation for another new beginning that we await in the Minookmi (spring) after Shkagamikwe (Mother Earth) long rest. The cedar trees continue to bear its green branches and every tree continues to provide us with oxygen. Cedar renews the spirit and protects us from infection that the cold season may bring. We are reminded of spiritual health and well-being.

Gifts

Nodin (air), Giizhkaandak (cedar), Biboon (winter), Waabshkii-ehjig (White people), Weweni Jiibaamowin (spiritual health), G-chi Nishinnabe (elder), Nokomis (grandmother), Mishomis (grandfather), Aaptaad Bikaat (midnight)

Goal #1

That ENAGB strengthens partnerships with other Indigenous Agencies and School Boards to amplify the advocacy and lobbying efforts for the necessary funding and support to justifiably address the Social Determinants of Health that are inadequate to sufficiently meet the growing needs of youth and their families to gain quality of life in the City of Toronto.

PARTNERSHIPS and ADVOCACY

| Strategy | | Time-frame | Success Indicator(s) |
|--------------|--|------------|---|
| 10.1 (BO) | That ENAGB hosts with the invitation of other relevant agencies in the City of Toronto to effectively address the short-term and long-term needs of homeless Indigenous youth. | Year 2 | Identify and begin initial connection with the City of Toronto agencies to begin discussions with them of participating in a collaborative gathering that will culminate in suggestions |

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| | | | and input for moving forward in developing the short, intermediate and long term solutions to begin to address homelessness of Indigenous youth. |
| 10.2 (C) | That ENAGB hosts an Indigenous Community Housing Forum with invited speakers from both Indigenous and Non-Indigenous Housing Programs within the City of Toronto and Ontario to collectively address the ongoing housing needs of Indigenous youth and their families. | Year 2 | Seek and identify potential funding to hold this collaborative gathering within the city to be held in the spring to represent new growth and development. Identify potential venues and call out for facilitators. |
| 10.3 (MS) | That ENAGB collaborates with First Nations Child and Family Services in Toronto to create enhanced healing and wellness opportunities through funding available through Jordan's Principle; and to consider designating a staff member to help oversee applications to Jordan's Principle to support the health needs of youth. | Year 1 | Identify a staff member that will take on this role. Executive Director and staff member to develop a work plan to begin this important work |
| 10.4 (AO) | Strategy #1(AO): That ENAGB establish a formal agreement with the Children's Aid Society and other Indigenous Child and Family Centres to engage youth in care to promote ENAGB programs and services. | Year 1 | Solidify the meeting and working relationship of ENAGB with Cindy Blackstock and other child welfare advocates and champions to seek their guidance and support in developing and building this relationship with identified |

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| | | | and other child welfare organizations and agencies. |
| 10.5 (AO) | That ENAGB establish partnership with the Children's Aid Society and other Indigenous Child and Family Centres to ensure quality transition toward self-sufficiency once youth age out of CAS services | Year 1 | Continue to develop, meet and work on strengthening and growing relationships between ENAGB and other child welfare advocates and champions to continue working together to ensure quality transition of youth aging out through memorandum of agreements. |
| 10.6 (MS) | That ENAGB partners with the local school boards to create more cultural learning opportunities in schools. | Year 1 | Begin to invite, discuss, negotiate and implement a plan to bring cultural opportunities with these identified schools. |
| 10.7 (C) | That ENAGB intensifies the efforts of the dedicated Indigenous Youth Employment and Training Centre by networking with other relevant services to augment the support for Job Research, Self-Marketing and Job Readiness for sustainable employment and career development. | Year 1 | Strong network in place with opportunities for guest presenters to come to ENAGB to provide presentations on relevant job search skills training etc. |
| 10.8 (PS) | ENAGB develops an Indigenous Nutrition Program with the support of local Indigenous Chefs, Dieticians and Agriculturalists to support healthy eating including harvesting and preserving foods. | Year 1, 2 | Research and compile information with respect to the above professionals in and around the City of Toronto. Begin making connections with these resource people to determine their willingness to support ENAGB in this |

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| | | | Indigenous Nutrition Program for Indigenous Youth and their families. |
| 10.9 (MHA) | That ENAGB explores the need about community partnerships with regard to Harm Reduction Workers and Overdose Response Workers connected to the PWUD (People Who Use Drugs) Community Program to help identify the needs and challenges and for ENAGB to consider having its own team that is client centered to offer relevant specialized services to assist in facing the overdose crisis and drug poisoning crisis. | Year 1, 2 | Develop partnerships with Drug Addiction and Harm Reduction community sites Research and determine the need for an Indigenous Harm Reduction Worker(s) and Overdose Response Worker(s) Team. |
| 10.10 (BO) | That ENAGB explores the opportunity of a joint partnership with a First Nation community to assist with development of similar services and programming for youth and their families on-reserve. | Year 1, 2, 3 | Create a partnership with a First Nation Community willing to offer ENAGB programming and services in their community and continue reaching out to additional communities each year. |
| 10.11 (SS) | That ENAGB identifies community and school opportunities including the wider Indigenous community for youth and their families to learn their first language with consideration of offering language classes through ENAGB both in person and virtual. | Year 1 | Institute regularly scheduled Indigenous language classes in hybrid form twice per week (one class online, the second class in person). |
| 10.12 (AO) | That ENAGB establishes working relationships with Aboriginal | Year 1 | Designate a current ENAGB staff member to take on the |

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| | Support Workers and/or Guidance Departments within the local School Boards to advocate for learning needs and to ensure youth in regular High School Programs are planning accordingly for higher education and/or specialized training. | | responsibilities of providing outreach to the schools within the School District of ENAGB sites that have Indigenous youth populations. |
| 10.13 (AO) | That ENAGB hire and/or designate existing staff to serve as an Employment, Education and Training Officer and/or Education Liaison Staff to help create partnerships for an Alternative Education and Training Centre. | Year 1 | Seek funding for an Employment, Education and Training Officer to begin working towards the development of Education Liaison Staff and one Instructor for an Alternative Education and Training Centre. |
| 10.14 (O) | That ENAGB continues to foster community partnerships to uplift the spirit of the youth with caring circles and healthy social interaction. | Year 1 | Create the opportunity to offer for more social and support circles for the youth of ENAGB at least 2 evenings per week. |
| 10.15 (CG) | That ENAGB ensures partnerships to support a 24-7 Outreach/Crisis Response for ENAGB Youth Relatives. | Year 1 | Begin discussions with the Centre for Addiction and Mental Health and other hospitals that provide crisis support on how to best meet the crisis needs of Indigenous youth in the City of Toronto. |
| 10.16 (CG) | ENAGB develops a partnership with the organization Native Child and Family Services of Toronto to strengthen the advocacy of youth and children in care and to support the healing | Year 1 | Begin to have discussions with Native Child and Family Services of Toronto on identifying a collaborative path moving forward. |

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| | and wellness of their individual families. | | |
| 10.17 (CG) | That ENAGB establishes partnership with Indigneous Affairs Canada to advocate for youth relatives that may have Indigenous status issues and is affecting their individual access to ENAGB services. | Year 1 | Identify one existing staff member that can support Indigenous youth in this process allowing for easier access and successful advocacy for services. |
| 10.18 (CP) | That ENAGB lists existing partnerships and opportunities for new partnerships to collectively address the common goals that will meet the needs of the youth living in the City of Toronto. | Year 1 | Have a completed listing of existing partnerships with updates for each and have a formal letter of request sent out to new potential partners to meet to discuss working collaboratively together for the benefit of Indigenous youth. |
| 10.19 (CP) | That ENAGB invites other external Indigenous agencies to a duly convened meeting of the ENAGB Board of Directors to discuss concerns that are impacting the well-being of youth and their families living in the City of Toronto | Year 1 | That ENAGB hold this meeting with at least 4 external Indigenous agencies in the City of Toronto and create the next steps for working together |

Goal #2

That ENAGB takes a lead in the unwavering endeavour to advocate, enhanced, and further developed specialized healing supports for Indigenous youth who are challenged with intergenerational trauma stemming from Residential Schools, Indian Day Schools, 60s Scoop, and present Child Welfare issues, which have resulted in mental health and addictions issues amongst Indigenous youth.

SPECIALIZED HEALING SUPPORTS

| Strategy | | Time-frame | Success Indicator(s) |
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| 11.1 (MS) | That ENAGB implements a thorough case management system that incorporates the utmost consideration for intervention, post-care and prevention to intensify the need for healing and wellness for youth experiencing Mental Health Challenges and Addictions. This may also include support for ongoing employment, training and housing needs. | Year 1 | Begin initial discussions with other Indigenous and Non-Indigenous Mental Health and Addiction Agencies to determine a collaborative path forward in meeting the needs of Indigenous youth for counselling, therapy, and treatment. |
| 11.2 (C) | That ENAGB implements an evaluation of its existing Mental Health and Addictions program and services to further determine specific goals and objectives to strengthen the support for youth with Mental Health challenges and addictions. | Year 1 | Begin the process of regular case conferencing and debriefing allowing for greater wrap around services internally and externally for ENAGB Indigenous youth. |
| 11.3 (PS) | That ENAGB develops a Therapeutic Arts Program to support mental health and to foster balance with healthy active living | Year 1 | Seek, identify and implement funding to begin the provision of services of an Art Therapist on site that will lead the development of a Therapeutic Arts program as well as provide one on one support and/or group work |
| 11.4 (SS) | ENAGB provides a series of arts therapy sessions throughout the year for youth based on their interests including yoga and | Year 1 | Identify and secure funding to Implement an Arts Therapy and other self care sessions during the winter months via |

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| | meditation. A youth survey can be developed to help identify the top 5-10 interests to be facilitated both in-person or on-line with the necessary supplies and materials for youth to pick up at the various ENAGB sites. | | online and returning to in person during the spring, summer and fall. |
| 11.5 (ES) | That ENAGB identifies appropriate and meaningful Group Arts Therapy sessions for youth that will complement their individual commitment to self-care and their dedication to support one another as youth. | Year 1 | Begin on a gradual basis to offer a group arts therapy session for youth beginning in the winter through virtual platforms. This will give ENAGB an idea if the youth enjoy this and then pivot to in person in the spring and summer outdoors on the land. |
| 11.6 (PS) | That ENAGB establishes group memberships at Fitness Gyms that are close in location to all ENAGB sites for youth to access. | Year I | Negotiate and secure at least 1 - 2 collaborative partnerships with well known corporate fitness centres. |
| 11.7 (PS) | That ENAGB establishes group memberships with a Yoga provider with the ability to facilitate both in-person and virtual classes. | Year 1 | Secure the services of a certified yoga instructor within the community through a position call out. |
| 11.8 (CG) | That ENAGB ensures annual employee evaluations to support professional development requirements and meaningful services in the delivery of programs. | Year 1 | Develop a professional development policy to ensure ENAGB staff have access to professional development opportunities from both the western and traditional streams that are available within the City of Toronto. |

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| 11.9 (LB) | That ENAGB increases the amount of opportunities for both youth and families to access ENAGB Sweat Lodge for each month throughout the year. | Year 1 | Plan and schedule monthly sweat lodge ceremonies on ENAGB land with an accepted and community recognized conductor. |
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Goal #3

That ENAGB take a lead role to create movement with other Indigenous Agencies to ameliorate the working relationship with the non-Indigneous sector to address issues of discrimination and racism that is experienced in the public sector on the traditional territory of Tkaronto historically enjoyed by Indigenous people free from white privilege and supremacy.

RACE RELATIONS

| Strategy | | Time-frame | Success Indicator(s) |
|-----------------|---|-------------------|---|
| 12.1 (C) | That ENAGB lead an Allyship Campaign to educate the non-Indigenous sector about the importance of Truth and Reconciliation to address the barriers associated with discrimination and stereotypes that are affecting the growth and opportunity for Indigenous youth living in the City of Toronto. | Year 2 | Plan and implement a community kick off of the “Allyship” campaign with invitations to the community leaders, community agencies, Indigenous community members in addition to the media and with continued yearly campaigns celebrating allyship. |
| 12.2 (O) | That ENAGB continues to support youth with meaningful training initiatives and partnerships to address discrimination issues and meaningful sustainable employment. | Year 1, ongoing | Establish an advisory group made up of community partners in the education and training sector to provide workshops, training for youth resiliency and empowerment. |

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| 12.3 (TR) | That ENAGB hires a Truth and Reconciliation Coordinator to address the need for cultural safety particularly within both the health and education systems to be free from racism and discrimination toward Indigenous youth and their families. | Year 2 | <p>Secure funding to hire a Truth and Reconciliation Coordinator with a job description created with input from the ENAGB Youth Council, Board of Directors and Elders.</p> <p>This initiative may also create additional awareness on the importance of cultural humility to support culturally-appropriate healing and wellness programs for Indigenous youth. The TRC Coordinator may also support the direction of youth respondents to help showcase Indigenous Artists to help create a Seven Generations Platform to create further awareness on the importance of Truth and Reconciliation efforts throughout the City.</p> |
| 12.4 (CP) | That ENAGB invites other external Indigenous agencies to implement an education awareness campaign with an opportunity for training about the importance of Allyship in the best interest of youth and their families living in the City of Toronto. | Year 2 | Plan and implement a community kick off of the “Allyship” campaign with invitations to the community leaders, community agencies, Indigenous community members in addition to the media and with continued yearly campaigns celebrating allyship. |



**I FEEL LIKE BUILDING A
SEVEN GENERATIONS
PLATFORM FOR YOUTH, FROM
NOW AND INTO THE FUTURE
WE WILL GIVE THEM BETTER
ACCESS TO EDUCATION,
HEALTH SERVICES, AND A
BETTER SENSE OF SELF**

ENAGB Youth 2022

Additional Strategies

The voices from other survey participants, the Parents of Youth, Parents of EarlyON Program, Human Resources/Staff and Youth Council are included as additional perspectives (99 strategies) that reinforce and/or complement the youth directive in the planning and development of the 2022-2025 Strategic Plan, provided above.

PARENT OF YOUTH STRATEGIES FOR CONSIDERATION (PY01 - 43)

PY01: That ENAGB creates a position that can support youth and parents with the navigation of the supports available to them both in the City of Toronto and other external resources such as Jordan's Principle

PY02: In terms of safety concerns with youth accessing programming and returning home safely, specifically in the evening, it is suggested that ENAGB look into fundraising for two, seven seater passenger vans to help transport youth to and from programming. As well as, for use during field trips for camping, land-based outings or powwows.

PY03: An increase in mental health and addictions support is a great need in terms of prevention and intervention. It is recommended that ENAGB look into additional mental health and addictions support staff and/or case managers along with seeking partnerships within City mental health and addictions agencies for expedient referrals.

PY04: That ENAGB looks into securing a new and fresh collaborative partnership with the Native Canadian Centre of Toronto now that it is under new management.

PY05: That ENAGB look into other external partnership with other Indigenous and Non-Indigenous agency with the the City of Toronto that the youth and their families can benefit from in terms of the determinants of health improvements.

PY06: That ENAGB secure funds to hire a Family and Youth Support Navigator to help access financial resources and services available from other community, externally, City of Toronto and provincial agencies.

PY07: That ENAGB seek out community partnerships that would be of benefit to the families and youth in the area of physical, mental and emotional, spiritual support.

PY08: That ENAGB continues to develop more collaborative partnerships that will benefit the youth and their families for support in the area of food security, affordable housing, education and training.

PY09: That ENAGB continues to provide opportunities to learn the language and culture and institute more opportunities to attend spiritual ceremonies like full moon ceremonies, sweat lodge ceremonies, pipe ceremonies, naming ceremonies.

PY10: That ENAGB develops additional mental health and addiction support and creates partnerships with external agencies to provide immediate support to youth seeking detoxification and/or treatment.

PY11: That ENAGB work to secure funds to develop a Mental Health and Addictions Team to provide related services and support to ENAGB youth.

PY12: That ENAGB enhances its presence virtually through appropriate social media platforms, like Facebook, Instagram, youtube, Tik Tok, WhatsApp by hiring for a full time communications/media position.

PY13: That ENAGB heighten physical-health activities through collaborative partnerships with fitness facilities. Providing free memberships, rental of facilities for sport activities and/or through the availability of onsite gym equipment for youth and their families.

PY14: That ENAGB continues to increase opportunities to provide cultural and language learning opportunities for their youth members each month.

PY15: That ENAGB continue and increase learning opportunities virtually to accommodate those Indigenous youth members that can not access these opportunities face to face due to transportation and scheduling issues.

PY16: That ENAGB develops a Peer Mentorship Program for youth that provides engagement and support to younger youth, through sharing circles, education advice, and outreach to schools with a high Indigenous student population.

PY17: That ENAGB secure additional counselling support services where staff would be available on call, and during the day, by phone, in person or in a virtual setting.

PY18: That ENAGB retains a collaborative partnership within the City of Toronto for access to Equine or Dog Therapy Programs that youth memberS can access at no cost to them.

PY19: That ENAGB continue to offer recreation and social activities such as movie nights where youth can socialize and incorporate awareness and understanding on how build healthy relationships

PY20: That ENAGB continue to provide the cultural and spiritual learning and ceremonial healing opportunities and activities at all ENAGB sites for youth and their families led by Elders, Knowledge and Language Keepers and increase the frequency of these opportunities.

PY21: That ENAGB provide workshops on nutrition, healthy eating habits but also ensure that youth and families can access healthy foods through the availability of food vouchers, family sponsorships/excursions to berry picking leisure farms and providing the supplies to can and make preserves.

PY22: That ENAGB seek funding to create a position in the area of physical/sports activities for youth members and to also provide navigation and support those who would like to train and compete in organized sports.

PY23: That ENAGB develop employment, education and training support and guidance for youth through development of collaborative partnerships with other Indigenous and external agencies

PY24: That ENAGB brings in expertise to provide workshops related to self care both from western and traditional practices.

PY25: That ENAGB continues to enhance programming for the youth that are based on the 4 seasons.

PY26: That ENAGB utilize their culture and language resources by making the programs available to the parents to participate in while their youth are in their youth programming and provide incentives such as certificate(s) of completion that could be celebrated at a formal evening awards night.

PY27: That ENAGB increases learning opportunities that are outdoors, land based, cultural whether it means going to land at the Phin Street site, local Indigenous community, or existing spring, summer, fall, winter camps through collaborative efforts with appropriate Indigenous organizations, or First nations.

PY28: That ENAGB creates a Culture and Language committee to oversee and schedule these activities and opportunities based on the 4 seasons.

PY29: That ENAGB plan and coordinate with youth and families an annual ENAGB pow wow event to celebrate youth and family healing.

PY30: That ENAGB provides for more outdoor land based events that include traditional teachings in the language for each of the 4 seasons.

PY31: That ENAGB continue to strive for a safe, welcoming, non-judgmental and kind space for Indigenous youth members.

PY32: That ENAGB continue to expect behavior from the youth that is conducive to the teachings of the Seven Grandfather Teachings.

PY33: The ENAGB hires staff in the area of school success support by providing guidance and advocacy in terms of academic/educational/career/personal counselling, special education advocacy, tutoring, peer mentoring, scholarship and bursary support.

PY34: The ENAGB provides industry based certified training along with offering incentives to heighten employability of Indigenous youth.

PY35: That ENAGB provide support and advocacy on an ongoing basis for incidents related to bullying, racism, discrimination whether it is in person or virtual.

PY36: That ENAGB begin exploring the possibilities of establishing additional locations/sites to accommodate the Indigenous youth population that cannot access programming and services due to transportation issues and that ENAGB develop a plan of action towards making this a reality.

PY37: That ENAGB expand programming whether it is in person or virtual in addition to expanding programming for the parents of the youth so that both may attend and travel to and from in person events and activities together due to safety concerns.

PY38: That ENAGB develops age appropriate programming and scheduling for the Indigenous youth members.

PY39: That ENAGB continues to grow and prosper as the first Indigenous Youth lead agency in the City of Toronto through the development of partnerships, continued Indigenous youth and family engagement but never forget where they came from.

PY40: That ENAGB continues to strive to achieve the recommendations of the Truth and Reconciliation report.

PY41: That ENAGB promotes Truth and Reconciliation through the development of partnerships with agencies and organizations that would be of benefit to the youth and their families in improving their social determinants of health.

PY42: That ENAGB continue to work and increase learning opportunities with the Elders and Knowledge and Language Keepers in the City of Toronto.

PY43: That ENAGB continue to provide and increase opportunities for youth and families to participate and learn from various cultural, language and traditional healing practices for their continued attainment and maintenance of Mino Bmaadziwin.

PARENT OF EARLYON STRATEGIES FOR CONSIDERATION (PE01 - 22)

PE01: That ENAGB EarlyON continues to maintain a safe, community-friendly and family environment

PE02: That ENAGB EarlyON seek to provide and expand on cultural teachings and language activities for both parents and children, as well as those from other nations such as the Cree and Iroquois people

PE03: That ENAGB EarlyON seeks to form partnerships with other organizations and/or stores that would help families with accessing programs for basic needs, such as food and clothing.

PE04: That ENAGB EarlyON program increases its presence virtually by creating more information flyers on social media.

PE05: That ENAGB EarlyON expanded to include other locations across the City of Toronto, as well seek to find a larger programming space.

PE06: That ENAGB EarlyON partners with other Indigenous and external service agencies to provide referrals to other programs and service

PE07: That ENAGB EarlyON increases physical, outdoor and land-based learning activities and/or field trips.

PE08: That ENAGB EarlyON seeks out funding to allow for programming and services to be extended to include children between the age ranges of 7 to 11 years of age.

PE09: That ENAGB EarlyON continues to assist and advocate support for the parents of the program.

PE10: That ENAGB explores expanding to a more northern and remote community that is only accessible by plane and where mental health and addictions with youth are rampant.

PE11: The ENAGB explores expanding to a southern location where there is a high Indigenous youth population requiring advocacy and support for mental health and addictions.

PE12: That ENAGB EarlyON creates a regular time for staff and parents to discuss programming and collaborate on what can be done realistically for field trips and other off-set programming during a given month/season/year.

PE13: That ENAGB EarlyON continues to provide this welcoming and safe environment and puts a process in place for regular check in's with the parents on any issues, concerns and suggestions.

PE14: That ENAGB EarlyON creates a baby food and essentials bank onsite for parents in need.

PE15: That ENAGB EarlyON provides opportunities for children to participate in cultural ceremonies to instill pride in their cultural identity such as naming ceremonies.

PE16: That ENAGB EarlyON collaborates with parents and staff to create ways of capturing memories and experiences for children while attending programs.

PE17: That ENAGB EarlyON provides opportunities for professional development for staff as required.

PE18: The ENAGB increases its presence digitally through various social media platforms, alternatively ENAGB creates an app that provides the calendar of events, activities and signup sheets

PE19: That ENAGB builds upon its uniqueness as an Indigenous Youth Agency, Led by Indigenous Youth for Indigenous Youth.

PE20: The ENAGB continues to consult and strengthen the working relationship with the Elders and Knowledge keepers within the City of Toronto for guidance and direction in its vision and mission.

PE21: That ENAGB continues to build on providing opportunities for the youth to learn their language and provide creative ways to provide incentives for the youth.

PE22: That ENAGB continues to provide and expand on mental health and addictions support for Indigenous youth stemming from intergenerational trauma.

HUMAN RESOURCES/STAFF STRATEGIES FOR CONSIDERATION (HR01-14)

HR01: That ENAGB highlights a staff member each month to share their gifts and contributions to the agency, decided by the team on overall delivery of programs and services.

HR02: That ENAGB celebrates the success stories of registered Indigenous youth, get their insight on gaps in programs and services to create new success stories.

HR03: That ENAGB revisits its Vision and Mission statements, alongside an analysis of pirouette on an annual basis to develop data that can be used to identify areas of improvement and determine funding designation.

HR04: That ENAGB staff are provided every opportunity for professional and traditional/cultural learning to support their own personal and professional development.

HR05: That ENAGB purchases one or two company vehicles to provide transportation to ensure equity in the access of programs and services for all youth.

HR06: That ENAGB strengthens community partnerships with other Indigenous serving agencies to work with one another to collectively address housing and food security issues; and to develop organized sports and recreation initiatives, drop-in locations and point of contact with other community services.

HR07: That ENAGB launches an educational campaign promoting the idea of the Seven Grandfather Teachings; to provide opportunities for children and youth to address discrimination, racism and indicate a zero tolerance of lateral violence in location sites.

HR07: That ENAGB continues to seek funding to expand in programs and services to effectively address the needs of Indigenous infants, children (7 to 11 years old), youth and their families.

HR08: That ENAGB continues with every opportunity to collect data for statistical analysis including the pirouette system to thoroughly address the needs of youth and to revise programming to increase participation.

HR09: That ENAGB staff meet on a regular basis for shared planning, reporting, marketing, effective case management and to enhance communications between all sites.

HR10: That ENAGB effective case management also includes contact information for all Case Managers during emergency crisis situations and exemplary case notes. There is also a need to implement a "Consent to Disclose" form in the event that another staff person is recommended for support. .

HR11: ENAGB hires an Operations Manager to oversee the operations of all sites and to ensure the effective mentorship for on the job training for youth leadership and experience. To also ensure youth recruits are provided with incentive and proper attire for the workplace.

HR12: That ENAGB continues to build on an environment with love and positive intentions for increased goodness to support youth, children 0-6 and their families with emergency

supplies, advocacy for housing, food stability and special support such as clothing when necessary.

HR13: That ENAGB explores the need to hire a Grant/Proposal writer to maximize funding opportunities (both internally and externally) and to oversee fundraising initiatives to help support drop-in activities.

HR14: That ENAGB hires a Program Coordinator to increase the efforts for a wrap-around Addictions & Mental Health program and an Education Support program to ensure both student and life success.

YOUTH COUNCIL STRATEGIES FOR CONSIDERATION (YC01-20)

YC01: That ENAGB continues to prioritize youth mental, emotional, physical and spiritual health in the provision of equitable opportunities that are designed through cultural relevance.

YC02: That ENAGB continues to provide a cultural and spiritual drop-in that encourages youth participation and welcoming opportunities through fun, helpful, healing, and wellness support for students, youth and families.

YC03: That ENAGB continues to create opportunities for youth to reclaim their identity, traditional knowledge of culture, history, language, medicine, and ceremonies.

YC04: That ENAGB makes every effort to reach out to youth who may feel forgotten or are lost with unhealthy coping mechanisms or are isolated (community partnerships such as school boards and health services).

YC05: That ENAGB continues to reinforce youth-led operations and youth-driven to support the overall well-being of all Indigenous youth.

YC06: That ENAGB continues to strengthen the understanding of Indigenous issues through the hiring of Indigenous staff to equally lend support through their awareness of the challenges indigenous youth face today and meaningful initiative to build rapport and trust with youth relatives.

YC07: That ENAGB continues to encourage youth participation through welcoming, fun and helpful supports will help them stay connected with ENAGB.

YC08: That ENAGB strengthens community partnerships in the best interest of Indigenous Youth by reaching out to both Indigenous and Non-Indigenous organizations to effectively address the growing needs of youth.

YC09: That ENAGB market programs and services by providing an information booth at community events such as powwows and to also improve on the advertising efforts especially reaching out to other organizations to direct Indigenous youth for culturally-relevant programs and services.

YC10: That ENAGB continues to provide culturally safe, trauma informed and comfortable space for Indigenous youth.

YC11: That ENAGB continues to strengthen program planning and expansion into the community to create more job opportunities, experience for youth, and obtain affordable housing.

YC12: That ENAGB enhances its programs and services in mental health and addictions partnering with treatment centers and by training staff to administer the GAINS drug and alcohol assessment tool in order to help youth attend detox and treatment programs faster.

YC13: That ENAGB continue to offer cultural programs and institute a mentorship program, to create a sense of community and positive role models, as part of their services to youth to promote and support holistic health and well-being.

YC14: The ENAGB Youth Council and Board of Directors continue to validate and acknowledge the input from youth and their families. That ENAGB continues to motivate the Youth Council and Board of Directors to voice themselves about issues and within review of the needs of ENAGB Indigenous Youth Agency.

YC15: That ENAGB continues to pursue objectives that will help youth and their families acquire affordable housing in the City of Toronto.

YC16: That ENAGB increase partnerships to effectively meet better the social determinants of health for Indigenous youth and their families.

YC17: That ENAGB consistently reviews its Mission and Vision statement to ensure that it will continue to progressively meet the needs of the Indigenous youth and families.

YC18: That ENAGB continues to review and promote the Truth and Reconciliation Calls to Action and provide education and awareness on the positive and negative of mainstream actions, Indigenous history, and the cycle of intergenerational trauma.

YC19: That ENAGB continues to pursue government funding programs towards education, healthcare, law, affordable housing and subsidized programs for Indigenous youth and families in the City of Toronto.

YC20: That ENAGB continues to educate, advocate, and support families and youth in making positive lifestyle changes at a pace that is comfortable with them..

Appendix A

PARENT OF YOUTH VOICES: ALL THAT WAS GATHERED

“E’gitziimjik Maamwi Gaa Gidwaad, Kina Gego Gaa Maawndoonjigaadeg”

(18 Questions)

Question #1 “NTAM GWEDWEWIN”: What is your background?

Thematic Summary

- 81.4 percent of respondents indicated they were First Nations.
- 9.3 percent of respondents indicated they were Metis.
- 7 percent indicated they were Non-Indigenous.
- 2.3 percent indicated they were Inuit.

Question #2 “NIIZH GWEDWEWIN”: What are your preferred pronouns?

Thematic Summary

- 20.9 percent of the respondents indicated “she/her”.
- 9.3 percent just indicated “she”.
- 7 percent indicated “Miss”.
- 4.7 percent indicated “BK”.

Question #3 “NSWI GWEDWEWIN”:

a) Were you born in the City of Toronto?

Thematic Summary

- 57.1 percent of respondents indicated yes, they were born in the City of Toronto.
- 42.9 percent of respondents indicated no, they were not born in the City of Toronto.

b) If no, please indicate the reasons why you relocated to the City of Toronto.

Thematic Summary

Family*Opportunities*School/Education*Employment

Question #4 “NIIWIN GWEDWEWIN”: Where do you live?

Thematic Summary

- 30.2 percent of respondents indicated that they live Northwest of Yonge and Bloor.

- 27.9 percent of respondents indicated that they live Northeast of Yonge and Bloor.
- 25.6 percent of respondents indicated that they live Southeast of Yonge and Bloor.
- 16.3 percent of respondents indicated that they live Southwest of Yonge and Bloor.

Question #5 “NAANAN GWEDWEWIN”: Please indicate the challenges that you are aware of that Indigenous Youth experience while living in the City of Toronto?

Thematic Summary

Supports for Social Determinants of Health*Culture and Language*Sense of Community*
Mental Health and Addictions Supports*Accessibility to Current and New Programs*N/A, IDK,
Unsure, Status Quo

- Many of the respondents indicated that they encounter struggles related to the high cost of living in Toronto. Also programming in sports has a high cost to it which they cannot afford for their youth
- Respondents also felt that some of the challenges they face could be initially resolved if as an ENAGB community member they can reach out to other support programs within the city with the help of someone who can help them navigate the system.
- A good number of respondents also indicated the need for more accessible cultural programming that both parents and youth can attend together.
- Respondents also had some concerns about the safety and community external to ENAGB with suggestions for transportation for the youth rather than taking public transit particularly at 8 pm when programming at ENAGB ends.
- Respondents also shared the importance of support and advocacy with respect to mental health challenges that the youth experience during this time that is readily accessible at the time that they require it.
- Many respondents also suggested that there is a sense of community at ENAGB for the youth and families however; they have also suggested the need for more support concerning the social determinants of health.
- Respondents also shared that the language and culture learning opportunities will always be needed.
- The area of mental health and addictions has also been suggested as an area that requires more support in terms of programs and services.

Questions #6 “NGODWAASWI GWEDWEWIN”: Please indicate the opportunities that you are aware of that Indigenous youth experience while living in the City of Toronto.

Thematic Summary

Programs and Services (ENAGB or Other)*Social Determinants of Health*Employment, Culture and Language*Sense of Community & Safety, Partnerships (Current and Potential)*Education and Training

- Respondents indicate that there are a wide variety of youth support programs in the City of Toronto with many stipulating that the ENAGB provides good to excellent opportunities for the Indigenous Youth.
- Respondents also indicate programs and services are available through other Indigenous organizations like the Native Canadian Centre of Toronto are available however; one respondent indicated that they were not aware of very many youth programs in the City.
- A good majority of the respondents indicated that they would like to see more services to help with food, and affordable housing.

Question #7 “NIIZHWAASWI GWEDWEWIN”: Please indicate the hardships that you experience as a parent/guardian to ensure the health and wellness of your child (12-29 years old).

Thematic Summary

Safe & Welcoming Environment*Programs and Services*Collaborative Partnerships*Social Determinants of Health*Culture and Spiritual Supports*Physical Activity*Education and Training*Family Advocacy*Access & Transportation & More Locations*Mental Health* Communication & Awareness*Alcohol & Drug Abuse Supports

- Many of the respondents indicated that their youth safety is of the utmost importance. That ideal place is where their youth will not be ridiculed or bullied, will not experience hatred and/or negative influences and where they can feel safe in talking with someone.
- There were two respondents that indicated a lack of program opportunities while other respondents indicated a need for more mental health supportive programming.
- Respondents indicated that they do not have financial resources to place their youth in programs outside of ENAGB that are geared to the other interests that they have.
- Many respondents indicated that the high cost of living is very hard on them. The high cost of food, lack of affordable housing, unemployment, and lack of childcare affect them a great deal trying to make ends meet.

- Respondents indicate that the culture and heritage knowledge for their youth is very important to them as is the physical health of their youth.
- Respondents indicate that their youth have difficulty navigating their education in highschool and then post secondary education. There is a lack of educational and training support for the youth.
- Respondents indicate that additional family advocacy types of support could be made available to the parents.
- Access to programs is often difficult for the parents as they live too far from the sites resulting in transportation issues and not being able to have their youth attend.
- Alcohol and Drug Prevention and Intervention for their youth is very important to parents.

Question #8 “NSHWAASWI GWEDWEWIN”: Please provide your suggestions about how ENAGB can strengthen community partnerships in the best interests of Indigenous Youth living in the City of Toronto.

Thematic Summary

Combined parent/youth programming*Physical Activities*Collaborative Partnerships* Programming(Current and Future)*Outreach and Advocacy*Employment/Education & Training *Social Determinants of Health*Access & Transportation*Culture*Communication & Awareness

*N/A, Not sure/IDK/Status Quo

- Respondents indicated that they would like to see more programs for moms and involving parents with youth activities.
- There was a suggestion made to have a Parent Engagement Advisory Committee for ENAGB.
- Respondents also suggest more accessible times for programming.
- Respondents were generally consistent with respect to suggestions on programming for all four aspects of the youths being, physical, mental, emotional and spiritual.
- A few respondents suggested and agreed to a peer mentorship program for the Indigenous youth members.
- Respondents also indicated the need for tutoring support for the Indigenous youth members.

Question #9 “ZHAANGSWI GWEDWEWIN”: Please indicate any programs and services that you would like to see at ENAGB to support the mental health and well-being of Indigenous youth.

Thematic Summary

Mental Health Supports*Culture & Spirituality*Programs Current/Future*Art Therapy*
Employment/Education/Training*Access*Not sure/IDK/Status Quo

- Many respondents indicated a need for more counselling support for the youth in the form of virtual or in-person one on one counselling from both mainstream and traditional perspectives.
- Respondents indicated additional education and awareness opportunities on mental health and addictions are needed as well as information on other programs and services that would be beneficial for the youth e.g. Jordan's Principle Assistance.
- Respondents indicate more growth in the area of other therapeutic counselling supports such as art therapy, animal therapy.

Question #10 “MDAASWI GWEDWEWIN”: Please indicate any programs and services that you would like to see at ENAGB to support the physical health and well-being of Indigenous youth.

Thematic Summary

Programs & Services (Current/Future)*Education & Training Supports*Self Care*Culture*
Community Oriented*Outdoor/Land Based*Collaborative Partnerships*Mental Health Supports
* Social Determinants of Health, Access & Transportation * Not Sure/IDK/Status Quo

- Respondents indicated the need to expand ENAGB youth programming that would be tailored to supporting youth members in achieving balance in all four quadrants of their being (physical, spiritual, emotional and spiritual.)
- Respondents also indicated the importance of having available support and guidance for the youth members with respect to furthering their education and or training and on their transition to post secondary education.
- Respondents indicated the need to provide knowledge on self care techniques, mindfulness and nutrition.
- Respondents indicated the need for ENAGB to provide more seasonal outdoor, land-based outings/excursions/trips for the youth members that would incorporate cultural teachings.

Question #11 “MDAASWI SHI BEZHIG GWEDWEWIN”: Please indicate any programs and services that you would like to see at ENAGB to support the spiritual health and well-being of Indigenous youth.

Thematic Summary

Culture, Language, Spirituality, Identity*Land Based Programs*Access, Transportation,
Location*Mental Health Supports*Self Care*Not Sure/IDK/Status Quo

- Respondents indicated a need for a variety of ceremony, culture, language related activities to promote identity, healing and grounding for the youth that would be at their own pace.
- Respondents also indicated a need for land-based cultural opportunities as often as possible.
- Respondents indicated the importance of the land for ceremonial healing practices.
- A few respondents indicated that they do not know where their spirit is right now and that they have not attended cultural ceremonies in a long time.
- A few respondents indicate a sense of loss of connection to land, the culture and language when their grandparents passed on.
- Respondents indicate that access and transportation are a real issue for them, as is location.

Question # 12 “MDAASWI SHI NIIZH GWEDWEWIN”: Please indicate any programs and services that you would like to see at ENAGB to support the emotional health and well-being of Indigenous youth.

Thematic Summary

Cultural Activities*Traditional Teachings*Ceremonies*Language*Health & Wellness Techniques

- Respondents indicated a variety of activities related to the culture.
- Respondents indicated more opportunities to participate in ceremonies on the land.
- Respondents indicated more access to Elders and the cultural teachings.
- Respondents indicated some western techniques for health and wellness.

Question #13 “MDAASWI SHI NSWI GWEDWEWIN”: Please provide your suggestions for ENAGB to help address the mental health and addictions of Indigenous youth.

Thematic Summary

Mental Health & Other Supports*Collaborative Partners*Role Models, Peer Mentors, Guest Speakers*Education & Awareness*Treatment Centre*Culturally Relevant Supports*Access, Transportation, Location*Not Sure/IDK/Status Quo

- Respondents indicated the need for increased access to short and long term culturally relevant and western mental health and addictions support when the youth requests it.
- Respondents indicated more education and awareness opportunities on topics related to this area for the youth, particularly prevention learning opportunities.
- Respondents indicated the need for more agency collaboration in the area of mental health and addictions to be able to provide more support in this sector to the youth.
- Respondents indicated the need for additional support to access ENAGB programming via safe transportation.

Question #14 “MDAASWI SHI NIIWIN GWEDWEWIN”: Do you feel that ENAGB is a safe place for Indigenous youth? If no, please explain. If yes, please explain?

Thematic Summary

Safe, Welcoming & Non-Judgemental*Not Safe, Unsure*Positive Programming*Age Appropriate Programming

- The majority of respondents indicated that ENAGB was a safe and welcoming place for Indigenous youth with positive programming.
- Respondents indicated that the ENAGB space was non-judgemental, welcoming and a safe place to talk.
- Respondents indicated that ENAGB was a safe place that provides positive growth for the youth.
- Respondents indicated that ENAGB provides space for youth to be themselves and that ENAGB genuinely understands them.
- A few respondents indicated that age appropriate programming could be taken into consideration.
- One respondent indicated that although it is a drop in centre, less swearing could be more encouraged of the youth.
- A few of the respondents indicated that they were not sure if ENAGB is a safe place for their youth as they had not visited the sites themselves yet.

Question #15 “MDAASWI SHI NAANAN GWEDWEWIN”: Please describe what ENAGB can do to support the individual education and training endeavours of Indigenous youth

Thematic Summary

School Supports*Technology Supports*Employment and Training Supports*Mentorships*Partnerships*Scholarship & Bursary Support*Post Secondary Supports*Special Education Supports*Short Term Industry Certified Training with Incentives*

- Respondents indicated a wealth of suggested supports to assist youth in reaching their academic and career goals, tutoring, technology.
- Respondents indicated the need for advocacy and navigation for scholarship and bursary applications.
- Respondents indicated support for job readiness training for example, dress for success workshops, resume writing workshops, and interview training.
- Respondents indicated the need for academic and career guidance.
- Respondents indicated a need for special education support and advocacy.
- Respondents indicated more partnerships with agencies such as Miziwe Biik employment and training.
- Respondents indicated the offering of industry certified training programs with incentives.

Question #16 “MDAASWI SHI NGODWAASWI GWEDWEWIN”: If there is one thing that you can change at ENAGB to benefit the Indigenous youth, what would that be and please explain why this change would be important to you as a parent?

Thematic Summary

Location*Programs & Services*Social Determinants of Health*Safe Community*Programs, Services Expansion*Nothing/N/A/No Change/Status Quo*Access & Transportation

- Respondents indicated the need to expand programs and services to other locations within the City of Toronto e.g. East York, North York/Scarborough and ideally locations in each of the 4 directions of the city.
- Respondents indicate the need for advocacy in the area of improving the social determinants of health for the youth and their families with an increase in case managers at ENAGB.
- Respondents indicated that ENAGB will continue to ensure the “Safety” of all youth while at ENAGB sites and to include more LGBTQ2S supports.

- Respondents indicated the need to split youth into youth age appropriate groups for programming.
- Respondents indicated that virtual programming should still be provided for the youth and their families.
- Respondents indicated expanding more programming for youth and families on the weekend.
- Respondents indicated the need to have an awards program for the youth as incentive.
- Respondents indicated that there are safety concerns with youth travelling along by public transit and suggested combined youth and parent/family programming.
- While there were many respondents that raised many suggestions for change, there was one respondent that indicated “I wouldn't make any changes to how ENAGB runs their programming. I will forever be grateful for all that has been provided to my children thus far”

Question #17 “MDAASWI SHI NIIZHWAASWI GWEDWEWIN”: Please share your hopes and dreams for the future of ENAGB and/or where do you see ENAGB in the next three years.

Thematic Summary

Identity*Programming*Community Engagement*Social Determinants of Health*Growth & Expansion*Partnerships*Safe Community*Status Quo

- Respondents indicated that they hope ENAGB continues to grow in programs and services that help facilitate wellness in all four aspects of the Indigenous youth's being.
- Respondents indicated that they hope ENAGB will continue to grow with more sites/locations.
- Respondents indicated that they hope ENAGB will continue to grow more partnerships that will benefit the youth and their families.
- Respondents indicate that they hope that ENAGB will continue to help Indigenous children and youth thrive in their culture, their language, in their identity and in Mino Bmaadziwin.
- Respondents indicated that they hope that ENAGB will have their own agency vans to transport youth and families to benefit from their programs and services.
- Respondents indicated that they hope more Indigenous youth will attend ENAGB's programs and services and feel part of a safe, welcoming and supportive Indigenous community.

- That ENAGB continues to grow as a great advocate for Indigenous youth in Toronto and outside of Toronto.

Question #18 “MDAASWI SHI NSHWAASWI GWEDWEWIN”: In terms of looking "Seven Generations Ahead", please share your opinion about what Truth and Reconciliation should look like to support Indigenous youth living in the City of Toronto

Thematic Summary

Culture and History*Education and Awareness Social Issues affecting Indigenous Peoples*

Culture & Language*Social Determinants of Health Collaborations*

- Respondents indicated more education and awareness for mainstream society on Truth and Reconciliation.
- Respondents indicated more interaction and guiding relationships with the Indigenous and other Elders in the community to help youth with feeling empowered and grounded.
- Respondents indicated more education and awareness for the youth on Truth and Reconciliation and how they see themselves moving forward with respect to Truth and Reconciliation.
- Respondents indicated more language learning opportunities, cultural and spiritual healing opportunities for the whole family.
- Respondents indicated the need for more advocacy, partnerships to help with the social determinants of health of Indigenous youth and families in the City of Toronto.

Appendix B

EARLYON PARENT VOICES: ALL THAT WAS GATHERED

“E’gitziimjik EarlyON Maamwi Gaa Gidwaad, Kina Gego Gaa Maawndoonjigaadeg”
(20 Questions)

Question #1 “NTAM GWEDWEWIN”: Please check the boxes that are applicable to you as a parent under the age of 29 or an adult over the age of 30.

Thematic Summary

- 55.6 % of the respondents indicated that they are 29 years of age and under.
- 33.3 % of the respondents indicated that they are 30 years of age or over.
- 72.2 % of the respondents indicated that they are a parent.

Question #2 “NIIZH GWEDWEWIN”: What is your Indigenous background?

Thematic Summary

- 94.4 % of the respondents indicated First nation as their background.
- 5.6 % of the respondents indicated “other” as their background.

Question #3 “NSWI GWEDWEWIN”: Please indicate your preferred pronouns.

Thematic Summary

- 10 respondents indicated that they prefer using she/her pronouns.
- 1 respondent indicated Ms.
- 1 respondent indicated Mrs.
- 1 respondent indicated Male.
- 1 respondent indicated that they prefer using he/they pronouns.
- 1 respondent indicated Female.
- 1 respondents indicated Ahe.

Question #4 “NIIWIN A GWEDWEWIN”:

- a) Were you born in the City of Toronto?

Thematic Summary

- 61.1 % percent of the respondents indicated that they were born in Toronto.
 - 38.9 % percent of the respondents indicated that they were not born in Toronto.
- b) If not, please indicate the reasons why you relocated to the City of Toronto?

Thematic Summary

Housing*Family*Employment*Better Life* N/A*Toronto

Question #5 “NAANAN GWEDWEWIN”: Please indicate how long that you have been living in Toronto? In years and months.

Thematic Summary

- Respondents had a variety of responses with respect to how long they have lived in Toronto ranging from the lowest of 6 years to the highest of 46 years.

Question #6 “NGODWAASWI GWEDWEWIN”: Where do you live in the City of Toronto?

Thematic Summary

- 17.4 percent of respondents indicated Northwest of Yonge and Bloor
- 11.8 percent of respondents indicated Northeast of Yonge and Bloor
- 52.9 percent of respondents indicated Southeast of Yonge and Bloor
- 17.6 percent of respondents indicated Southwest of Yonge and Bloor

Question #7 “NIIZHWAASWI GWEDWEWIN”: Please indicate the number of years that you have been accessing ENAGB's EarlyON Child and Family Centre.

Thematic Summary

- 1 year - 5 respondents
- 2 years - 7 respondents
- 3 years - 2 respondents
- 4 years - 2 respondents
- 2 months - 1 respondents

Question #8 “NSHWAASWI GWEDWEWIN”: Please indicate the opportunities that you experience as a parent while your child (0-6) participates in the EarlyON Program delivered by ENAGB.

Thematic Summary

Social Hub for Parents and Children*Culture and Language*Safety and Sense of Community*
Social Determinants of Health Supports*Wholistic and Outdoor Events*Programs and Activities
*Location, Space & Transportation*Communication and Awareness of Programs and
Activities*Safety and Sense of Community*Status Quo and Non-Applicable

- Respondents had very similar feedback from the parents of EarlyOn’s program in that they experience positive opportunities that provide for socializing with other parents through community and family excursions.
- Respondents suggested providing more activities that would be appropriate for more families with children that are older than 6.
- Most respondents indicated that they have not experienced any challenges while accessing the EarlyOn’s program however; there were challenges with transportation, access to the program with one comment being made that some staff do not have any professional boundaries.
- Respondents indicated that the benefits that the EarlyOn’s program has had on both parents and children have all been positive. The support received is helpful with friendships gained and memories being made.
- Respondents indicated that they weren’t sure how ENAGB could strengthen community partnerships but there were suggestions made for more locations, more outdoor activities, weekend trips, with a possible partnership with an organization that can provide clothing for their children each season.
- Respondents suggested expanding to surrounding urban areas such as Barrie, the Durham and Pickering areas as well as northern cities and communities and a place called Keswick where there is known to be a high Indigenous population and high need for programs and services such as those provided by ENAGB.
- Respondents suggested additional programs and services for the EarlyOn’s program, such as more physical activities like swimming, dancing, bowling, outdoor cultural programming including camping, camp fires, social circles, and healthy parenting programs and other young mother support.

- All respondents indicated that they felt the ENAGB EarlyON program was a safe place where there was no judgment, friendly, kind, with a strong sense of family and community.
- Majority of respondents indicated that the ENAGB EarlyOn space was a safe and welcoming space as it is now, with suggestions for a bigger space and more locations.
- Many respondents indicated interest in more culture and traditional teachings and activities would be good for the children at EarlyON.
- Respondents suggested some great ideas on additional culture and traditions activities to strengthen children's sense of identity.
- Respondents indicated they wouldn't change much but did suggest more creative activities that would include both mom and child.
- Respondents indicated the need for more advertising of ENAGB programs and services. Many suggested utilizing all types of social media, asking members to share on facebook, putting up flyers, whether virtual or not. Posting in various Native attended places in the city such as apartment buildings where a lot of Indigenous people live. Advertise on public transit like buses.
- Respondents indicated that they hope that ENAGB EarlyON grows and expands to support families getting back to their culture and language. There is also an overall common suggestion for ENAGB to increase its programming for the children and the moms.
- Respondents suggested continued traditional teachings, and inviting more fluent speakers to share the language, more support for parents with respect to parenting programs and educational opportunities that would help parents with their children.

Question #9 “ZHAANGSWI GWEDWEWIN”: Please indicate the challenges that you experience as a parent while your child (0-6) participates in the EarlyON Program delivered by ENAGB.

Thematic Summary

- 6 respondents indicated “No challenges”.
- 6 respondents indicated “Not enough space”.
- 5 respondents indicate “Nothing”.

Question #10 “MDAASWI GWEDWEWIN”: Please indicate the benefits that you and your child (0-6) have gained while attending the ENAGB's EarlyON Child and Family Centre.

Thematic Summary

Parent Supporting Each Other*Family Activities*Field Trips*Sense of Community*Cultural Traditions*Food Support*Location*Positive Experience and Memories

- Respondents indicated that the sense of community amongst the parents of the EarlyOn programs means that “you are not alone”.
- Respondents indicated that they enjoy family excursions and field trips.
- Respondents indicated that they enjoy meeting new moms and having moms support each other.
- Respondents indicated that they appreciate the opportunity for their child getting exposure to the culture with opportunities to participate in naming ceremonies.

Question #11 “MDAASWI SHI BEZHIG GWEDWEWIN”: Please provide your suggestions and/or ideas about how ENAGB can strengthen community partnerships in the best interest of Indigenous Children (0-6) living in the City of Toronto?

Thematic Summary

Programming*Food Assistance*Partnerships*Location*Socials

- Respondents indicated the need for partnerships with other agencies for food, clothing exchanges.
- Respondents indicated the need for more locations to help with access for other families.
- Respondents indicated more public awareness about the EARLYON program and its benefits for social opportunities for the parents..
- Respondents indicated the need for more programming for the younger children.

Question #12 “MDAASWI SHI NIIZH GWEDWEWIN”: If ENAGB was to offer an EarlyON program outside of the City of Toronto, where do you see ENAGB branching out toward? Please explain why you are suggesting this location/direction for expansion.

Thematic Summary

Northern Ontario*Southern Ontario*Northern First Nations*IDK/Not Sure

- Respondents indicated northern First Nations communities where it was felt that the services offered through ENAGB can be provided to the Indigenous youth there that do not have very much support and advocacy like Thunder Bay, Timmins, Attawapiskat.
- Respondents also indicated some southern areas like Brampton, Durham region, Mississauga, Pickering, Barrie, Scarborough.
- Several respondents indicated that they didn't know, not sure.

Question #13 “MDAASWI SHI NSWI GWEDWEWIN”: Please indicate any additional programs and services that you would like to see at the ENAGB EarlyON Child and Family Centre to support your child's wholistic health and well-being.

Thematic Summary

More programs/Services*Advocacy & Support for Parents*Health/Nutrition/Cooking*
Not Sure/IDK

- Respondents indicated additional programs and services for parents and their families ranging from more outdoor programming, field trips, ceremonies, cultural teachings that are land based.
- Respondents indicated that parents could use more support and advocacy such as a social circle, grocery/food gift cards, referral to community programs that can help the family such as Parenting Skills Workshops, teen and tot programming.

Question #14 “MDAASWI SHI NIIWIN GWEDWEWIN”: Do you feel that the ENAGB EarlyON Child and Family Centre is a safe place for your child? Please indicate with a yes or no and then please explain.

Thematic Summary

Safe*Welcoming*Positive

- All respondents indicated that they feel that the ENAGB EarlyOn Child and Family Centre is a safe place for their children with many positive compliments and comments about staff, programming.

- Many respondents indicated that the EarlyOn Child and Family Centre is a friendly, welcoming and supportive community space for both parents and children.

Question #15 “MDAASWI SHI NAANAN GWEDWEWIN”:What are some of your suggestions and/or ideas to make the ENAGB EarlyON Child and Family Centre a more safe and appropriate place to be for Indigenous children (0-6).

Thematic Summary

IDK/Not Sure/None/N/A/Not Right Now*All Ready Safe*Location/Space*Services

- Some respondents indicated that they did not know or they did not have any suggestions at this time for a safe space.
- Some respondents indicated a need for more extra help for baby needs such as formula, diapers and food when needed in difficult times.
- Additional response was for the EarlyOn program to have a nap area/space for the children.

Question #16 “MDAASWI SHI NGODWAASWI GWEDWEWIN”:Please describe any participation and interest in learning about Indigenous culture and traditions through the EarlyON Child and Family Centre; and include any suggestions and/or your ideas how the ENAGB EarlyON Child and Family Centre can help celebrate your child's own sense of identity as an Indigenous child living in the City of Toronto.

Thematic Summary

Programming & Activities*Culture

- Respondents indicated more cultural and ceremonial program activities for the children and their parents.
- Respondents indicated more activities to create memories for both child and parent while attending the EarlyOn program.
- Respondents indicated more cultural ceremonies that help instill cultural identity and pride for their children.

Question #17 “MDAASWI SHI NIIZHWAASWI GWEDWEWIN”:If there is one thing that you can change at the ENAGB EarlyON Child and Family Centre what would that be and please

explain why this change is important to you and for other Indigenous parents with children ages 0-6.

Thematic Summary

IDK/Nothing/Not Sure*Program Eligibility*Space*Outdoor Programming*

- Respondents indicated that they would like to see more outdoor space and programming.
- Respondents indicate that they would like to see more social activities where parents can feel supported by each other and not alone.
- One respondent indicated a change in the times to access EarlyOn.
- Additional respondents indicated accommodating children over the age of six at EarlyON and another indicating staff training with respect to professional boundaries.

Question #18 “MDAASWI SHI NSHWAASWI GWEDWEWIN”: Please share your suggestions and/or ideas about how the ENAGB EarlyON Child and Family Centre can further promote access to programs and services to Indigenous parents with children (0-6) living in the City of Toronto?

Thematic Summary

Digital and Paper Advertising*School Connections*Outreach*Programming

- Respondents indicated that more external communication is needed to advertise the EarlyOn program rather than hearing through word of mouth.
- Respondents indicated that both digital communication and awareness of EarlyON as well as paper flyers in areas frequented by Indigenous people in the city.
- Respondents indicated a need to promote the EarlyOn program with other Indigenous and Non-Indigenous agencies in the city.
- Respondents suggested providing more art related activities for parents and children.

Question #19 “MDAASWI SHI ZHAANGSWI GWEDWEWIN”: Please share your hopes and dreams for the future of the ENAGB EarlyON Child and Family Centre and/or what do you see ENAGB's EarlyON Program doing in the next three years to benefit Indigenous children 0-6?

Thematic Summary

Expansion in locations*Expansion in Programming and Services*IDK/Not Sure*

- Respondents indicated that they would like to see ENAGB continue to support Indigenous youth and families in the city of Toronto.
- Respondents indicated that they hope that ENAGB expands with more sites within the city and outside the city.
- Respondents indicated that they hope ENAGB continues to offer cultural and outdoor programming and access to cultural teachings, ceremonies and languages to the Indigenous youth and their families.
- Respondents indicated the continued support and services of the EarlyON program.
- A number of respondents are happy with the way ENAGB currently operates and with the programming and events they provide.

Question #20 “NIIZHTANA GWEDWEWIN”: In terms of looking Seven Generations Ahead, please share your opinion about what Truth and Reconciliation should be to support Indigenous children (0-6) and their families living in the City of Toronto.

Thematic Summary

N/A*Culture & Language*Education*Employment*Mental Health & Addictions

- Respondents indicated that they would like to see ENAGB continue and expand its culture and language programming.
- Respondents indicated that they would like to see ENAGB providing more support for the educational journey of the Indigenous youth.

Appendix C

STAFF VOICES: ALL THAT WAS GATHERED

“E’nookiiijig Maamwi Gaa Gidwaad: Kina Gego Gaa Maawndoonjigaadeg”

(31 Questions)

NOTE: The online survey created for the ENAGB staff received only 6 responses. Due to this low number it was decided that the information received from the survey would be formatted differently to only summarize the common responses and the thematic summaries were consolidated.

RESPONDENTS

- A total of six staff completed the Staff Survey and all identified as First Nations.
- Most were born in the City of Toronto (80%) with significant experience living in the City of Toronto as an Indigenous person; 54 years being the longest as a resident and 17 years being the shortest residency.
- Most respondents (80%) live Southeast of Yonge and Bloor while the remaining respondents (20%) live Northwest of Yonge and Bloor.
- All respondents in total have accumulated approximately 18 years of experience with ENAGB with 11 years off and on being the most experienced and ½ year being the least.
- The staff strengths highlighted are passion, patience, positive attitude, lived experience, Indigenous Knowledge (history of the people), Values (Seven Grandfather Teachings), Child Development experience, Education and Funding, Advocate for health and wellness for youth and youth voice.
- One participant indicated with the response of “Good” throughout the survey.

THEMATIC SUMMARIES

- Respondents have indicated that youth require a safe healing place for youth that is honest and transparent and provides a strong sense of belonging and transition to the urban setting which is not hindered by bureaucratic policy on their healing journey especially in the area of mental health.
- Respondents have indicated that there is a need for intense learning of traditional knowledge as universal and that efforts should be made to become familiar with the historical knowledge of all First Nations on Turtle Island. Hence, where did we come from, substantiates the importance of youth knowing about our ancestors and reconnecting our way of life as Indigenous peoples.

- Respondents have indicated greatest achievement are the success stories of youth and their families at ENAGB who have been provided with meaningful support which are through the guidance and directive of the Youth Leadership at ENAGB and the fostering of youth as natural peer helpers. This creates an inviting and inspirational environment for all youth.
- Respondents have indicated a pinch of challenges such as a sense of entitlement that must be adjusted to a sense of healing and purpose. There is a need for company vehicles to provide transportation for youth who are challenged with mental illness. ENAGB requires an Addiction Support Program to intensify the efforts of wrap-around supports especially for youth with addictions. There is a strong need to effectively market programming to youth.
- Respondents indicate a strong need to strengthen community partnerships with other Indigenous serving agencies to work with one another including the development of organized sports and recreation initiatives, drop-in locations and/or point of contact with other community services. Some suggestions for community partnerships can include food security charities/food banks, Miziwe Biik Aboriginal Employment and Training, CAMH and different Indigenous services in colleges or universities.
- Respondents have indicated that staff are valued and supported with a safe and comfortable work environment for both staff and youth; however, there is an expression of concern for lateral violence and the health and safety of youth and staff particularly during the time of pandemic.
- Respondents indicated that the greatest opportunity yet is when ENAGB is ready to serve children ages 7-11 that includes a Centre with a front and backyard. Staff are grateful for access to space on the land and the lodge where youth and their families can come together in a wholesome way with the opportunity to expand services and foster new partnerships to reinforce ENAGB's vision and mission.
- Respondents have indicated that the next three years of development should include a new cultural, recreation and healing center with a storefront for arts and crafts. To instill the confidence of younger youth to join the youth council to learn leadership skills and to see the 7-11 year old children included in programming. Increased support from other organizations and government to further develop programs and services with adequate space for activity and administration at drop-in locations. That the EARLYON will expand to reach all the Indigenous families across the city.

- Respondents on a scale to 1-5, rated the general health and wellness of the majority of Indigenous youth who visit ENAGB as favorable.
- Respondents have indicated effectiveness is always to ensure quality in programming for optimal health and well-being prior to any fun activities for youth. There is a constant need of resources to continue to ensure consistent and reliable services based on the demand. We are open on Saturday to support youth and children with effective programs on the weekend. However, there is a need to improve communication of program planning to deliver programs and services with excellence.
- Respondents have indicated that the approach to validation is to follow through with youth expectations and reporting is the best way to measure and validate the needs of our youth and their families. This survey is an example of data collection to better understand the needs of our youth. Data collection and statistical analysis or other needs based measurement systems are good starting points for defining the needs of youth and children 0 to 6 including their families.
- Respondents have indicated that improvements for validity and accuracy include collective planning and more communication amongst staff and community members on a regular basis, to allow youth and their families to voice their needs and incorporate them into future planning. To also have a comment and suggestion box at each location for consistent feedback and requests for programs and services and continue to monitor program participation and drop-in attendance. Through an analysis of the data collected on the pirouette system ENAGB can determine hours of high participation and age of participants. This information can be used to revise programming to achieve higher attendance. It can also be used to determine the effectiveness of certain programming based on participation. It can also inform staffing needs and help refine staff scheduling.
- Respondents have indicated that case management by staff requires improved case noting through pirouette more often with more consistent notes we can better serve the youth accessing our spaces. To also have regular staff meetings is important to have effective case management for youth to continue to feel supported and are able to access more resources. Case Managers should have work phones for emergency purposes and to ensure emergency crisis situations can be resolved quickly or in the absence of the youth client's designated Case Manager during rotations. Logistics on the handling of client information needs to be addressed. Networking and creating points-of-contact within other organizations is a must as it helps with the referral process. Creating shared

resources will also help with effectiveness because each client will receive the same information and level of care.

- Respondents have indicated that systems management is meeting the needs of the EarlyOn families and staff. Monthly calendars will be easily accessible online for each location. We have a good website and good social media presence, but we do not have effective internal communication. Regular staff meetings would help with effective systems management, as it bridges the gap between the West and East locations and opens a space for communication.
- Respondents have indicated that within the organizational structure there are constantly changing practices of operations which cause concern with daily operations and administrative requirements such as purchase orders and confirmation of orders. The hiring of youth aged staff results in not too many people needing to go through management. There is a lack of administrative staff to manage both locations efficiently. A possible solution is hiring an Operations Manager. ENAGB's organizational structure offers the same services at both the east and west locations (case management, drop-in programs, vaccine ambassadors).
- Hiring our youth, keeps much needed resources within the ENAGB community and is a good start to addressing the social determinants of health. ENAGB has wrap-around support that helps youth with housing, i.e, rent arrears program which include two Mental Health Workers to help navigate other supports. Create an environment with love and positive intentions for increased goodness, supplies on hand, outdoor play, early learning, learn about different foods from the culture etc. Some families from the EarlyOn Program need help with housing, food stability, and the need to support their child/ren between the ages of 7-11. Invite other community support to thoroughly improve access to health care and addiction services and to build community partnerships that support housing and education.
- Respondents have indicated that when it concerns traditional knowledge staff are in their own personal journey with Indigeneity. Having the whole community involved brings life knowledge to the targeted age groups. Traditional teachings is healing power and being on the land and planting and harvesting our own food and remembering that there is spirit in the foods that come from Mother Earth and what we put in our body influences our mind, body and spirit. A Traditional Indigenous Knowledge Keeper is very important because in thinking of our name 'where did we come from' 'a healing

place for youth" Traditional knowledge keepers are a very important part of our vision and to help reinforce the guidance for youth to become more balanced and to also support youth progress.

- Respondents have indicated that the board of directors are successful with staff recruitment and retention. However, staff requires more supervision and mentoring for on the job training. Improve recruitment and retention of Board of Directors volunteers; incentives for Board members, such as honorarium for meetings or free opportunities to develop workplace skills (Administration, Reference) and training (CPR, Food Handlers, Drivers License, WHMIS). Incentives will motivate volunteers to continue for a full-term and create a more valuable experience/off-setting the required workload. Semi annual training for staff-healing circles in a safe space.
- Respondents have indicated that the vision and mission statement is only as good as our word in respect to the Seven Grandfather Teachings which results in youth to continue to come back each day and access our programming. However, revisiting the vision and mission statements alongside an analysis of pirouette data could provide valuable insights into how well ENAGB is upholding these statements. This may also indicate areas that require improvement and should be reflected upon each fiscal year to inform where funding needs to be designated.
- Respondents have indicated that both internal and external funding opportunities should be knowledgeable by all staff. There are a lot of great funding opportunities and Enagb is great at writing grants to secure funding, but there is a need for a grant writer to maximize funding opportunities. We can also do more fundraising initiatives to help support drop-in activities. The EarlyOn staff spend their own money and then get reimbursed for day to day supplies and are requesting another way to purchase daily supplies.
- Respondents have indicated that the greatest for youth is affordable housing, food security and professional clothing (casual work attire) during on the job training with ENAGB. Access to clothing, both casual and work styles is a need to support families with fast growing children and youth who are job searching. There is also a need for improved space for children 0-6.
- Respondents have indicated that a strong sense of ethical values ensures that confidentiality is a priority for client information unless there is an absolute need for

protection; however, there is a need to implement a "Consent to Disclose" form in the event that another staff person is recommended for support. .

- Respondents have indicated change for the importance of regular and frequent staff meetings and to create policies and procedures that address zero tolerance of lateral violence.
- Respondents have suggested hiring a Program Coordinator to increase the efforts for a wrap-around addiction & mental health program and education program to ensure student and life success.
- Respondents have indicated that Truth and Reconciliation is long overdue and should equate to additional resources for language, culture, traditional knowledge and land reclamation for youth and their families. Also building partnerships for increased education awareness and looking Seven Generations ahead for equitable education and employment opportunities and amended policies at all levels of government to address the harms of discrimination and racism towards Indigenous people.

SURVEY

Question #1 “NTAM GWEDWEWIN” What is your Indigenous Background?

Question #2 “NIIZH GWEDWEWIN” Were you born in the city of Toronto?

Question #3 “NSWI GWEDWEWIN” If not, please indicate the reasons why you relocated to the City of Toronto?

Question #4 “NIIWIN GWEDWEWIN” Please indicate how long you have been living in Toronto.

Question #5 “NAANAN GWEDWEWIN” Where do you live in the City of Toronto?

Question #6 “NGODWAASWI GWEDWEWIN” Please indicate the number of years that you have been involved with ENAGB.

Question #7 “NIIZHWAASWI GWEDWEWIN” Please describe the strengths that you bring to ENAGB to support the health and wellness of Indigenous youth and/or children (0-6).

Question #8 “NSHWAASWI GWEDWEWIN” Please describe your viewpoint about ENAGB being a "Healing Place for Youth" for Indigenous youth living in the City of Toronto.

Question #9 “ZHAANGSWI GWEDWEWIN” Please describe your viewpoint for ENAGB about the meaning behind "Where Did We Come From" for Indigenous youth living in the City of Toronto.

Question #10 “MDAASWI GWEDWEWIN”Please explain what you believe is ENAGB's greatest achievement in serving Indigenous youth living within the City of Toronto?

Question #11 “MDAASWI SHI BEZHIG GWEDWEWIN”Please explain what you believe is ENAGB's greatest challenge in serving Indigenous youth living within the City of Toronto?

Question #12 “MDAASWI SHI NIIZH”Please provide your suggestions about what ENAGB can do to strengthen community partnerships in the best interest of Indigenous Youth living in the City of Toronto?

Question #13 “MDAASWI SHI NSWI GWEDWEWIN”Do you feel that ENAGB provides a safe and comfortable work environment for you? Please indicate with a yes or no and then explain.

Question #14 “MDAASWI SHI NIIWIN GWEDWEWIN”Please describe what you feel is ENAGB's greatest opportunity yet to better serve Indigenous youth and children (0-6) and their families living in the City of Toronto.

Question #15 “MDAASWI SHI NAANAN GWEDWEWIN”Please describe your outlook of ENAGB three years from now. Where do you see ENAGB in terms of development and expansion?

Question #16 “MDAASWI SHI NGODWAASWI GWEDWEWIN”On a scale of 1-5, please rate the general health and wellness of the majority of Indigenous youth who visit ENAGB. (1=poor and 5=excellent)

Question #17 “MDAASWI SHI NIIZHWAASWI GWEDWEWIN”From your perspective, please describe the effectiveness of ENAGB programs and services to support the holistic health and well-being of Indigenous youth and children (0-6) and their families.

Question #18 “MDAASWI SHI NSHWAASWI GWEDWEWIN”Please describe ENAGB's approach to validate the needs of Indigenous youth and/or children (0-6) and their families living in the City of Toronto (i.e. data collection, review of statistics, targets and measures etc.)

Question #19 “MDAASWI SHI ZHAANGSWI GWEDWEWIN”Please provide your suggestions for improvement in ENAGB's approach to validate the needs of Indigenous youth and/or children (0-6) and their families living in the City of Toronto (i.e. data collection, review of statistics, targets and measures etc.)

Question #20 “NIIZHTANA GWEDWEWIN”Please describe the effectiveness of case management and provide your suggestions for any improvement to thoroughly address the

needs of the Indigenous youth and/or children (0-6) that access services and programs at ENAGB (i.e., networking, specialized referrals, post/after care etc.)

Question #21 “NIIZHTANA SHI BEZHIG GWEDWEWIN”Please describe the effectiveness of ENAGB's systems management in thoroughly supporting staff, Indigenous youth and/or children (0-6) and their families who access services and programs at ENAGB (i.e. information technology, data management, internal and external communications, virtual opportunities etc.)

Question #22 “NIIZHTANA SHI NIISH GWEDWEWIN”Please provide the pros and cons about ENAGB's existing organizational structure and provide any suggestions for improvement (i.e. sub committees).

Question #23 “NIIZHTANA SHI NSWI GWEDWEWIN”Please describe ENAGB'S approach to address the social determinants of health for Indigenous youth and/or children (0-6) and their families living in the City of Toronto (i.e., economic stability, education, health care, housing, community collaboration, equity and inclusion etc.)

Question #24 “NIIZHTANA SHI NIIWIN GWEDWEWIN”Please describe your understanding about the importance of Traditional Indigenous Knowledge to support the health and wellness of Indigenous youth living in the City of Toronto.

Question #25 “NIIZHTANA SHI NAANAN GWEWEWIN”Please provide your suggestions about what ENAGB's Board of Directors should consider to improve staff recruitment and retention (i.e, professional development and staff training opportunities, staff evaluations, workplace safety, incentives etc.)

Question #26 “NIIZHTANA SHI NGODWAASWI GWEDWEWIN”Do you feel that ENAGB needs to revisit both its Vision and Mission Statements to ensure that the organization is truly meeting the needs of Indigenous Youth living in the City of Toronto. Please indicate a yes or no and please explain.

Question #27 “NIIZHTANA SHI NIIZHWAASWI GWEDWEWIN”Please describe the challenges and opportunities about any funding considerations to effectively implement programs and services for Indigenous youth and/or children (0-6) and their families. (i.e. budgets and projections, funding restraints, cost-sharing, fundraising initiatives etc.)

Question #28 “NIIZHTANA SHI NSHWAASWI GWEDWEWIN”What do you think is the greatest need for Indigenous Youth and/or children (and their families) living in the City of Toronto. Please explain.

Question #29 “NIIZHTANA SHI ZHAANGSWI GWEDWEWIN” Please share your perspective about the importance of confidentiality when addressing the needs of Indigenous youth and/or children (0-6) and their families at ENAGB.

Question #30 “NSIMTAANA GWEDWEWIN” If there was one thing you could change and/or further develop at ENAGB what would that be and please explain.

Question #31 “NSIMTAANA SHI BEZHIG GWEDWEWIN” In terms of looking at "Seven Generations Ahead", please share your opinion about what Truth and Reconciliation should mean for Indigenous youth including children (0-6) and their families living in the City of Toronto. (i.e. education awareness and action within the City of Toronto about the harms of racism, discrimination, colonization, violence, crime and marginalization).