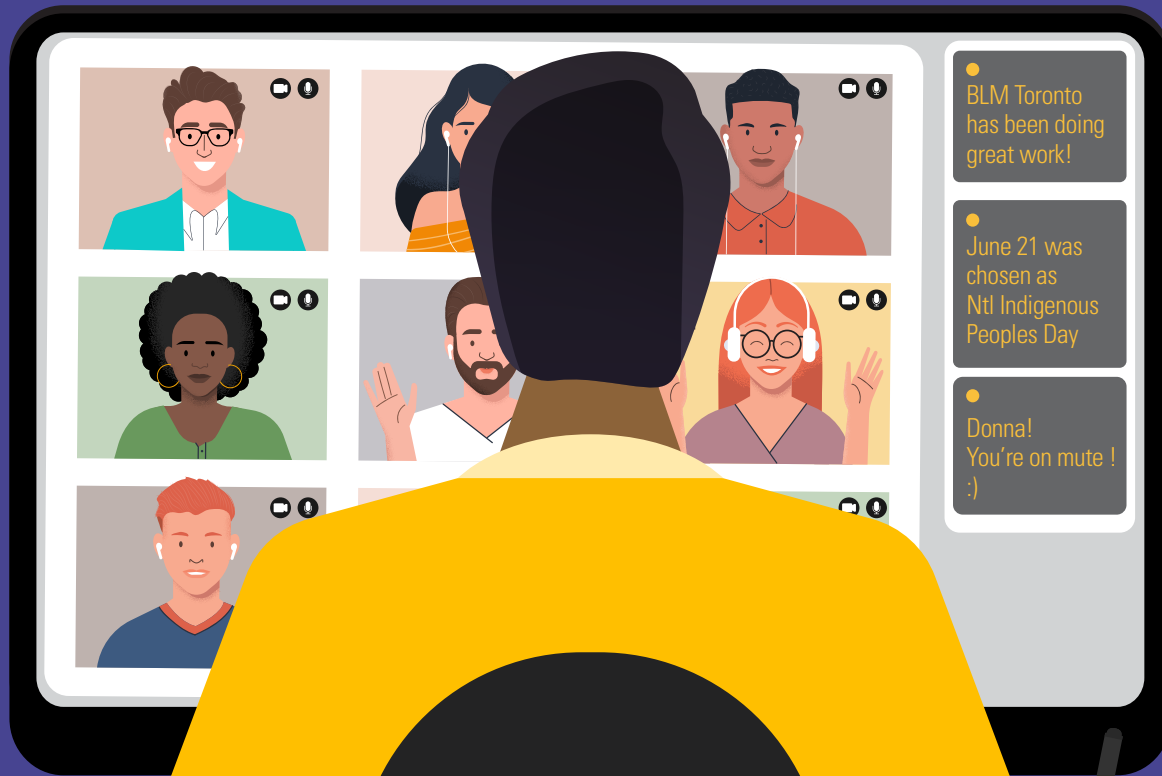


# THE ONGOING REALITY WITHIN A CHANGING NEW WORLD

## LIDLAW FOUNDATION ANNUAL REPORT 2020



**LIDLAW**  
FOUNDATION

- BLM Toronto has been doing great work!
- June 21 was chosen as Ntl Indigenous Peoples Day
- Donna! You're on mute ! :)



# OUR MISSION

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Laidlaw Foundation supports young people impacted by the justice, education, and child-welfare systems to become healthy and engaged by investing in innovative ideas, convening interested parties, advocating for systems change, and sharing learning across the sector.

# OUR VISION

A society in which all young people have the opportunity to achieve their full potential.

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# STAFF

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*Foundation House's shared employees:*

Nayan Biswas  
Receptionist and  
Office Assistant

Jonathan Hutchinson  
IT and Data  
Coordinator



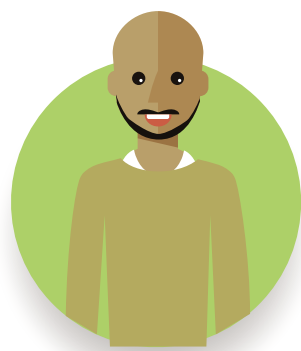
Jehad Aliweivi  
Executive Director



Tamer Ibrahim  
Youth CI Program Manager



Veanna Octive  
Grants Manager



Saeed Selvam  
Public Policy Manager



Guntas Kaur  
Administrative and  
Communications Coordinator



Orville Wallace  
Director, Programs and  
Strategic Initiatives

# COMMITTEES

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## EXECUTIVE COMMITTEE

Bob Smith, President

Bridget Sinclair, Vice-President

Gave Lindo, Chair of Governance Committee

Andre Lewis, Chair of Finance & Audit Committee

May Wong, Chair of Granting Committee

## FAMILY COMMITTEE

Cameron Laidlaw (Chair)

Lyon Smith (Vice-Chair)

Bob Smith

Jamie Laidlaw

Paul Fensom

Rebecca Darwent

Julia Laidlaw

Tim Apgar

May Wong

## EXTERNAL ADVISORS

Jessica Hammell

Caitlin Laidlaw

## INDIGENOUS YOUTH AND COMMUNITY FUTURES FUND ADVISORY COMMITTEE

Jessica Bolduc

Jerica Fraser

Erin Hayward

Sarah Nelson

Jacob Parcher

Tunchai Redvers

Lacey Biedermann

Lance Copegog

## FINANCE AND AUDIT

Andre Lewis (Chair)

Paul Fensom (Vice-Chair)

## EXTERNAL ADVISORS

Ken Gibson

Heather Brubacher

Tiffany Chang

Paul Nagpal

Sandra Kagango

## GOVERNANCE AND RECRUITMENT

Gave Lindo (Chair)

Bridget Sinclair (Vice-Chair)

Andre Lewis

Cameron Laidlaw

Jamie Laidlaw

Tara Farahani

## EXTERNAL ADVISOR

Hanifa Kassam

## GRANTING

May Wong (Chair)

Tara Farahani (Vice-Chair)

Lyon Smith

Janine Manning

Jamie Laidlaw

Cameron Laidlaw

## EXTERNAL ADVISOR

Irwin Elman

## INVESTMENT

Paul Fensom (Chair)

Andre Lewis (Vice-Chair)

May Wong

## EXTERNAL ADVISORS

Heather Hunter

Hanifa Kassam

Derek Ballantyne

Ewa Townsend

Randy Stuart

Kristina Inrig

# MESSAGE

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## A Message from the President and the Executive Director :

Any reflection on and examination of the past year is likely to be dominated by the Covid-19 pandemic. Across many different sectors, 2020 has been about reacting to a truly unfamiliar and unforeseen series of events. Nothing forces you to shift, react, adapt quite like a fast-moving pandemic that dramatically shifted us from a fear of missing out to a fear of going out.

Like the rest of the world, we found ourselves in the midst of an unprecedented global public health crisis, the likes of which we previously only learned about in history books or biblical references. The year that is characterised by an overwhelming fear of a pandemic that will be talked about for generations to come.

From the early onset of the pandemic, it devastated the economy, stretched the health infrastructures, disrupted work, and tested everyone's ability to cope.

In a year defined by the pandemic and social, economic and health inequities, responses from those with resources would help shape a path to a healthy recovery and towards further equality

and justice. To that effect, the Board asked the Staff Team to explore additional spending opportunities specifically focused on supporting communities dealing with the impact of the pandemic. While our first priority was to check-in with our current grantees, it became apparent that the community at large needed urgent help.

Many foundations decided to increase spending beyond already planned granting amounts. The Give Five initiative emerged with a call to all foundations to grant no less than 5% of their endowment to assist in the response to and recovery from the pandemic. Laidlaw signed the [give5.ca](https://www.give5.ca) to address mounting community needs by increasing our granting to at least 5% of assets, instead of the minimum requirement of 3.5%.

In its humble and modest ways, Laidlaw responded to the calls from communities who were deeply impacted by COVID-19, years of neglect and systemic racism. The convergence of the virus and racism has highlighted the depth and breadth of needs of specific communities and how the pandemic impacted some communities much harder than others.

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Thoughtful leaders from Indigenous and Black communities quickly realized that the pandemic was devastating their already challenged communities. They crafted a clear vision for a meaningful engagement, and provided philanthropic organizations, like Laidlaw, with smart, strategic and timely community-led solutions and the opportunity to act.

Nothing shakes up "business as usual" thinking like a global pandemic. When the biggest threat to public health and the community's civic well-being surprises every aspect of society, together with all sectors of the economy including philanthropy, the best way to respond is to get out and act, without waiting.

Our multi-year commitments to the Foundation for Black Community and the Indigenous Peoples Resilience Fund is an example of getting ahead of change and not chasing it from behind. We are able to do that only with the guidance and wisdom of our Board, Staff Team and our partners.

The future of meaningful and relevant philanthropy, we believe, may very well depend on its willingness to listen to communities' call to action and fund what they ask for and not what philanthropy likes.

In the pages of this Annual Report, you will meet a group of organizations that are at the forefront of change that will positively impact the well-being of individuals, their communities, and all of us. We invite you to read their stories and share with us your reflections and feedback.

**Thank you for being part of the Foundation's willingness to be an instrument of support and change for the communities we are proud to partner with.**



*Bob Smith*

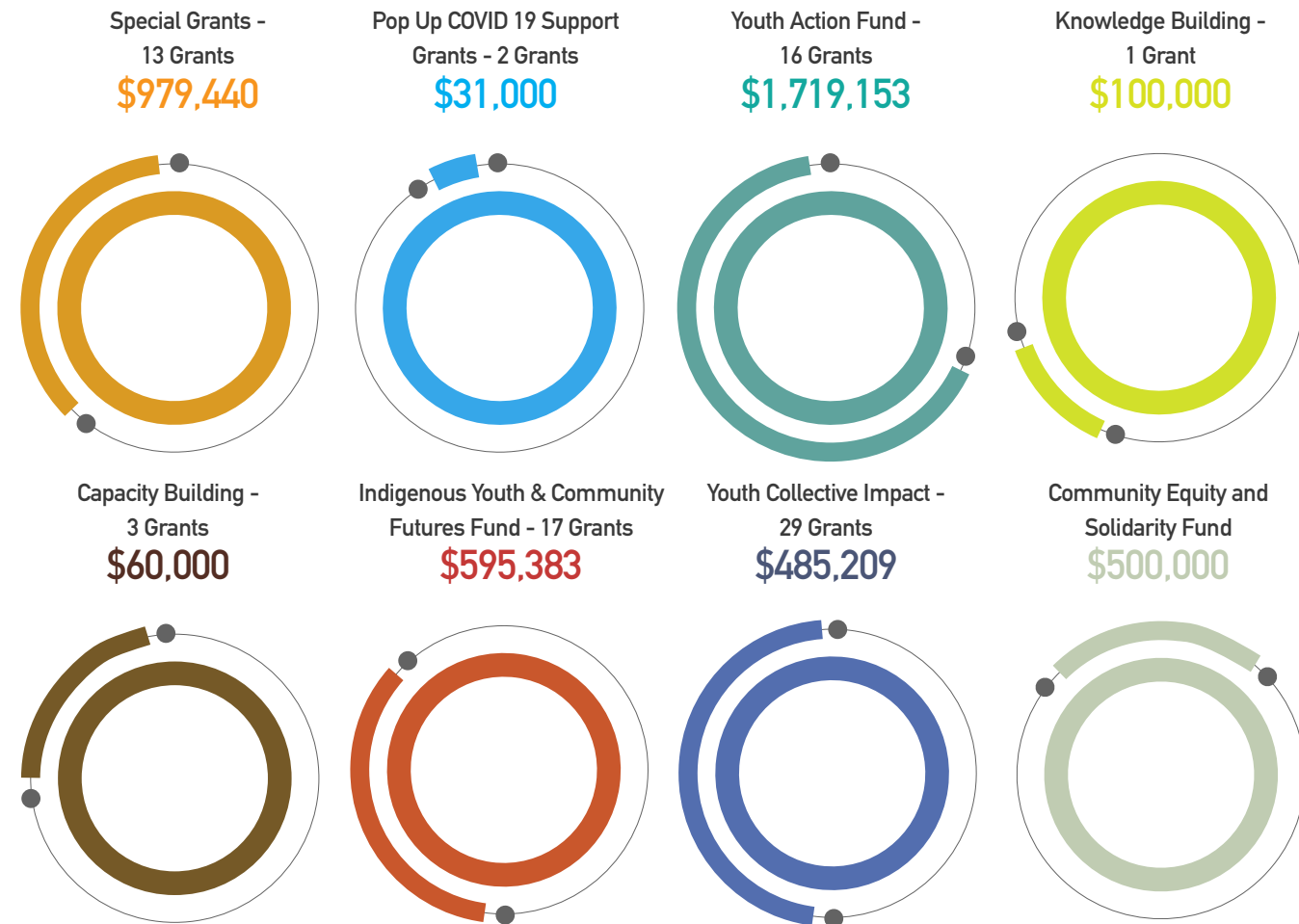
Bob Smith,  
President



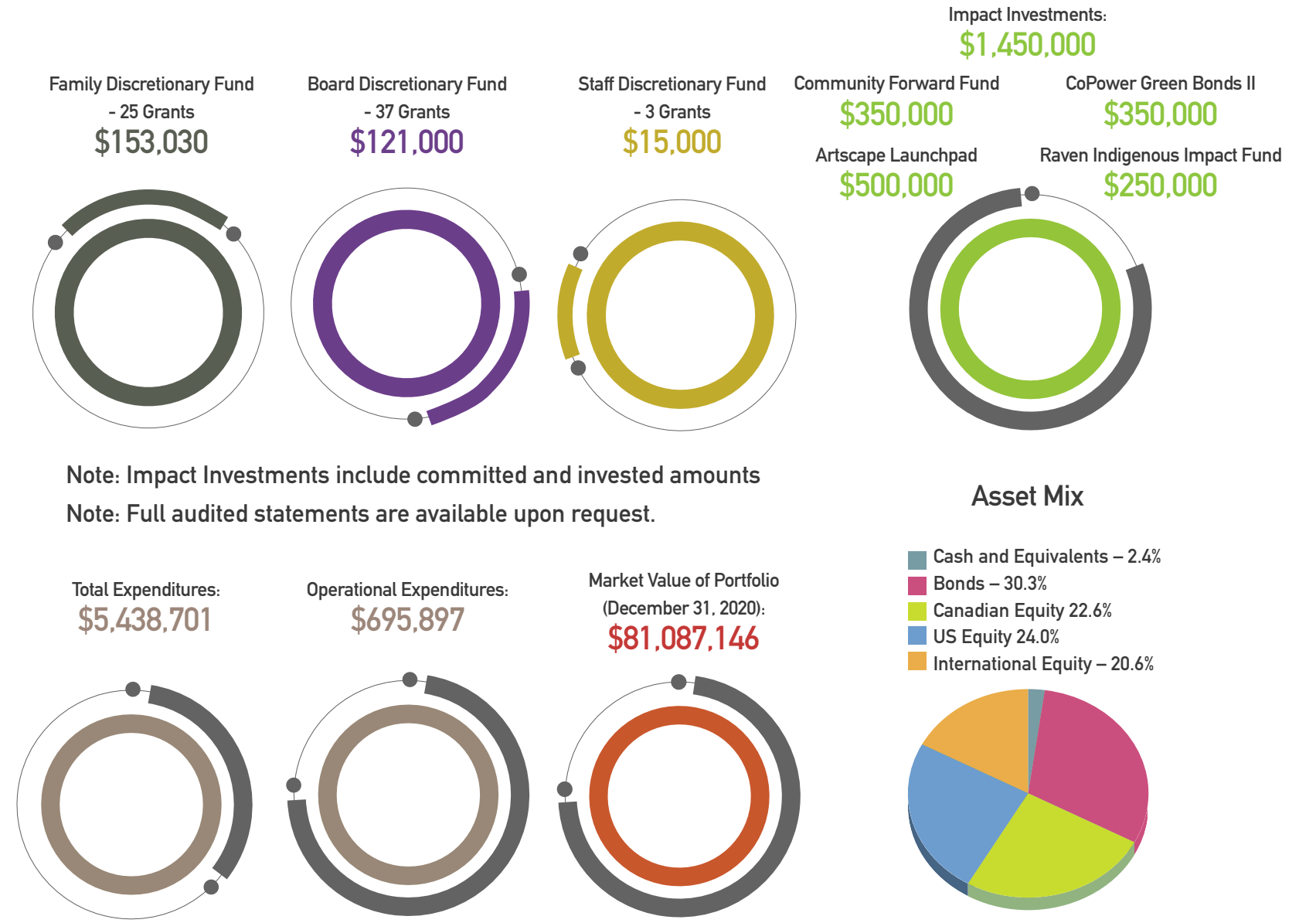
Jehad Aliweiwi  
Executive Director

# INVESTMENT & FINANCE

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# FOUNDATION FOR BLACK COMMUNITIES

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Last December, a call to action was made to the Canadian philanthropic sector following the release of the *Unfunded Report*, a research report prepared by the Network for the Advancement of Black Communities and Carleton University's Philanthropy and Non-Profit Leadership program. The report identified a failure on behalf of the Canadian philanthropic sector to appropriately invest in Black communities, Black led and serving community organizations. The report called upon Canadian foundations to work towards adequately meeting the needs of Black communities.

The findings of the report recommended the establishment of a Black-led and Black-serving philanthropic foundation, the Foundation for Black Communities. Through their work, Black communities are given the agency to prioritize and allocate investments based on their needs as understood by themselves directly.

The Laidlaw Foundation and the Inspirit Foundation are leading Canadian philanthropy in providing cornerstone funding for the Foundation for Black Communities' initial endowment. Both the Laidlaw Foundation and the Inspirit Foundation are contributing 3.5% of their capital base towards the establishment of the Foundation for Black Communities. These funding commitments will provide the sustained resources needed to make a meaningful impact.

Everyday people of Black-led and Black-serving organizations are often the ones jumping through hoops to serve Black communities across Canada. These hoops include endless paperwork, barriers to funding and dealing with misinformation about Black Canadians. The COVID-19 pandemic, which has hit Black communities hard, has only exacerbated them.

Rebecca Darwent and Dr. Joseph Smith are two working members of the Foundation for Black Communities (FFBC), an organization dedicated to transforming the Canadian philanthropy sector to better serve Black communities. They all came together in July 2020, when many protests about police shootings of Black people, anti-Black racism and defunding the police were happening around the world. For Darwent, the work of FFBC started with a question: "What if we could turn philanthropy on its head with the community and meet their needs?"

After gathering their working members, FFBC consulted with Black communities to shine a light on the service gaps, challenges and barriers that Black organizations face while trying to serve their communities. *Unfunded*, the groundbreaking report published in November 2020, shows how the sector has severely underfunded Black organizations and grossly misunderstands them, according to 80% of respondents.

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"It's a lack of relationships from philanthropy," says Darwent. "The reality is that if you don't have any connections to the sector, because it's predominately white, you're not going to be able to access funds. The statistics of the *Unfunded* report spoke loud and clear... "Anti-black racism is... alive and well within the philanthropy sector."

***The report also shows how damaging the failure of Canadian philanthropy really is: 65% of respondents expressed that in less than six months, they will run out of funding. May 2021 is the six-month mark.***

It's an all-too familiar cycle for Black-led and Black-serving organizations. First, they enter the work because of the burdens and barriers that have excluded them from best serving their communities. Then, there's the lack of funding and resources, which makes doing the work challenging. Finally, the organizations either abruptly stop and start all over again, or they completely disappear, leaving communities without adequate support.

"These are organizations that provide essential services in the areas of education, arts, mental health and well-being, food insecurity [and] supporting the elderly in a variety of communities in ways that are culturally responsive," says Smith, whose own mother created an education non-profit that served 200 Black kids because of those same barriers. "[The lack of funding] highlights that the "Build Back Better" plan won't build back Black communities in a better way."

FFBC has been advocating for support and resources as well as strengthening their committees and online community engagement. Recently, The Laidlaw Foundation, Inspirit Foundation and the Maple Leafs Sports & Entertainment Foundation all made direct contributions to their endowment that they want to grow to \$300 million.

Over the next few months, FFBC aims to continue their advocacy and address key challenges outlined in *Unfunded* that will move them closer to providing the support Black organizations deserve.



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# SPECIAL GRANTS

## \$1,479,440

The Board of the Foundation increased spending in 2020 beyond what's already granted and budgeted to support communities at the forefront of the COVID-19 response and the pandemic of racism. To cope with challenging times and address the unequal recovery, the Foundation invested in several strategic initiatives that align with its 5-year strategic plan and are in response to assisting communities during and post-pandemic.

SPECIAL GRANTS - \$1,479,440	
ORGANIZATION NAME	AMOUNT
CEE Centre for Young Black Professionals	\$535,000
African Heritage Educators' Network-Toronto Black Educators' Network / Janessa Palmer Simms	\$30,000
The Sentencing and Parole Project	\$150,000
St. Stephens Community House	\$18,000
Success Beyond Limits	\$30,240
Ontario YouthJum Indigenous Partnership Program/MakeWay Initiatives	\$50,000
JUMP Math	\$85,000
Rotman School of Management/University of Toronto	\$50,000
Indigenous Resilience Fund/Community Foundations Canada	\$500,000
Ontario Children's Advancement Coalition (OCAC)/Cheyanne Ratnam	\$1,200
Neskantaga First Nation/Christopher Moonias	\$2,500
Black Creek Community Farm/FoodShare	\$2,500
Artscape	\$50,000

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# POP-UP COVID 19 SUPPORT

## \$31,000

The Foundation provided 2 PopUp grants in 2020 to an organization and an individual who were providing support to young people and a community affected by the COVID-19 pandemic.

1. Children's Aid Foundation of Canada: The Crisis Support Fund provides financial support to former youth in care to help them navigate challenges related to the COVID-19 pandemic and supply them with up to \$1000 to cover short-term needs while youth explore government or other available COVID-19 supports.
2. Mariah Wigwas: A Northern Ontario community ally, Marah Wigwas, received funding to prepare food care packages for community residents that do not have immediate access to food and other essentials at the onset of COVID-19.

POP-UP COVID 19 SUPPORT - \$31,000	
ORGANIZATION NAME	AMOUNT
Children's Aid Foundation of Canada	\$30,000
Mariah Wigwas	\$1,000



# COVID 19 SPOTLIGHT

## AFRICAN HERITAGE EDUCATORS' NETWORK - TORONTO BLACK EDUCATORS' NETWORK

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AHEN-TBEN represents students, educators, and parents of African heritage through policy, staffing, programming, and culturally appropriate learning. Its executive team and youth leaders are volunteers, each dedicated to serving their community and assisting with closing the gaps faced by Black families and educators within the school system.

When Ontario's spring break went virtual in April 2021, the AHEN-TBEN team quickly mobilized to create an interactive online program to support families, especially those underserved, across the Greater Toronto Area.

As part of the spring break exploration program, elementary school students from 37 families tuned in for a fun-filled, intentional-planned agenda. They virtually visited Barbados and learned how the ashes from a recently erupted volcano on the island of Saint Vincent had affected the Caribbean country; travelled to Jamaica for a math lesson; and heard an oral storyteller share a tale about Anansi, a well-known character in West African folklore.

The cultural connections were meaningful as students' lived experiences are not always reflected in lessons or only "done at specific times of the year," explains

Madeline Bussue, AHEN-TBEN's social rep. Teachers Simone Crooks-Mckenzie, Donminique Taitt, Jenessa Palmer-Simms, Kevin Watson, Heather Mark, and Kojo Mayne ensured the lessons were culturally responsive.

The spring break program was a hit with families—and, pending funding, may continue as a summer program. With support from Laidlaw Foundation, the virtual spring break was one of several online events recently hosted by AHEN-TBEN. The team also held an empowerment conference for educators, support staff, and school leadership; a Black history emphasis celebration; and a family-friendly event centred around mental health and well-being.

Each event created an important sharing platform for students and adults alike. Jenessa Palmer-Simms, AHEN-TBEN's treasurer, recalls the story of a 14-year-old girl who described a teacher that was ignoring her in class. "[Our mental health and well-being event] made sure she was heard so she knows she's not alone when it comes to systemic racism and implicit biases that happen within the school board," says Jenessa, adding that the discussion then becomes how to overcome those scenarios by seeking support, knowing your rights, and speaking up.

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"We are very passionate about listening to the voices of the community at all entry points to engage them and, in turn, empower them," explains Valarie Taitt, co-chair of AHEN-TBEN. Each activity organized by AHEN-TBEN is planned with intention and comes in response to requests and concerns brought forward by community members.

Valarie shares one example: after hearing from parents who had lost their jobs due to COVID-19, AHEN-TBEN put together a backpack initiative for 40 students that included a bag, back-to-school supplies, and a \$25 gift card. This constant connection with community members, even at a time when in-person gatherings are restricted, meant being able to offer families the necessary support.

In another example from the past year, AHEN-TBEN found that many of its families were unable to access technology for online learning or they didn't have the information needed to use those tools for education. "We realized we're in trouble as a community, as a system, so this is one of the areas that we are starting to address. To make sure that these things are accessible to our community," identifies Valarie.

Though AHEN-TBEN's programming is diverse, it's all grounded in Nguzo Saba, which Valarie defines as the "principles that govern our everyday lives." This includes values of unity (umuja), creativity (kuumba), cooperative economics (ujamaa), and faith (imani).

There is no shortage of challenges to address within the education system, and Bianca Parris, AHEN-TBEN's communications lead, says systemic change really is the ultimate goal of the organization.

"We do see that the wheels have already started turning, but there's so much work to do," says Bianca. There's a lot of anti-oppressive work that needs to continue. There's a lack of programming that needs to be addressed. And there's the need for more intentional resources that will allow our community to elevate and be included within overall society to provide services and be of service."





# COVID 19 SPOTLIGHT

## BLACK COMMUNITY RECOVERY AND HEALING PROGRAM

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The Black Community Recovery and Healing program was created to ensure 3B (Black-led, Black-serving, Black-focused) organizations have the adaptive capacity, support, and resilience to self-determine and shape their own post-pandemic recovery. Importantly, the program is also about mainstreaming practices and values that make sense to Black leaders themselves.

Marginalized groups, including the Black community, have faced higher rates of COVID-19 infection than the general population, and the pandemic has compounded existing inequities in accessing support and services.

For Amanuel Melles, the pandemic was a flashback to the 2008 recession when millions of dollars were slashed from the social sector with devastating effects on Black community initiatives. Amanuel is Executive Director of the Network for the Advancement of Black Communities. NABC, alongside CEE Centre for Young Black Professionals, launched the BCRH program in early 2021 with funding from the Laidlaw Foundation.

“There was a realization that post-emergency we would have to tackle what is going to happen in the coming years,” explains Amanuel of the program’s origins. “Are we going to see a repeat of 2008 where important players in the Black ecosystem disappeared, or is this an opportunity to actually build forward better?”

The pandemic created the space for the Black social service ecosystem to come together and take stock of systemic and generational challenges. “We have a unique opportunity to figure out how as a Black community we want to be dealt with by stakeholders who are around the table,” explains Agapi Gessesse, Executive Director of CEE.

That starts with building the collective capacity of nearly 100 3B grassroots organizations and emerging agencies. To do this, the BCRH program is delivering online training sessions and learning labs that address a range of topics, from grant writing to partnerships to program development and evaluation.

The BCRH program also includes a research component that will map how 3B organizations fit into the larger social service sector and identify gaps in representation, service, and funding.

“That gives us an opportunity to really hear directly from Black leaders and grassroots organizations, look at the existing body of knowledge of yesteryears and what has transpired during COVID, and to be at a place where we can say ‘this is what we need in terms of real recovery for Black communities,’” expands Amanuel.

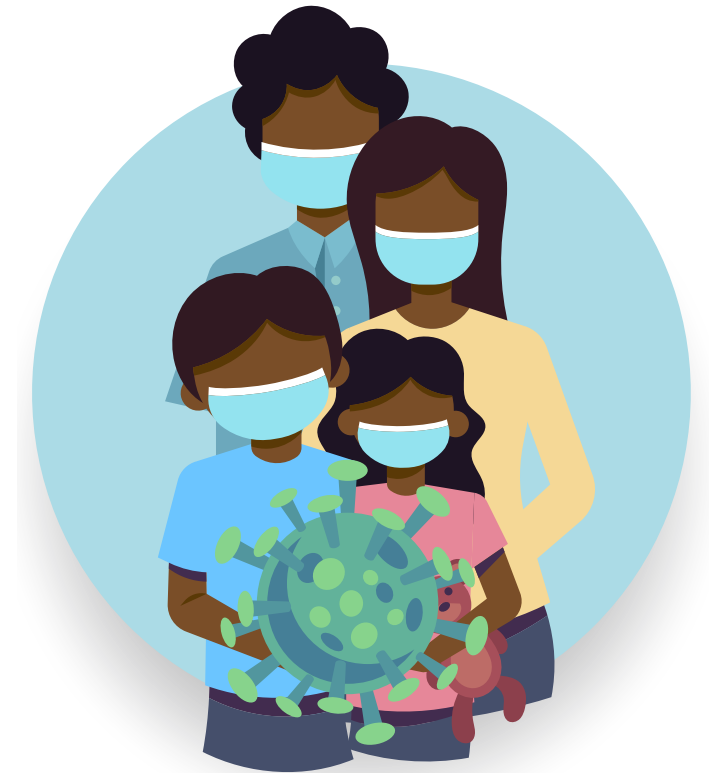
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Findings will be used to create a recovery road map so different levels of government, funders, and allies can better understand and meaningfully partner with the Black community, rather than seeing them solely as recipients of funding or implementers of services.

In so many ways, the BCRH program is also about healing. This includes the integration of arts and culture and requires a generational mindset shift.

“We need to think of how we want to do things and we need to be brave and bold in our ask because Black communities are constantly very shy to ask for what it is that we need. Most of the time we’re taught that we should be happy with what we get or that we should be happy that we’re in the room,” says Agapi. “We need to heal from that type of mentality.”

Both Amanuel and Agapi view the BCRH program as the start of a long road ahead. “As we grow as an organization, we’re only as strong as the grassroots organizations that we partner with,” says Agapi of her experience leading CEE. “I think [with BCRH] we’re going to be able to create a new standard in the Black community and open some doors that have traditionally been shut.”



# INDIGENOUS PEOPLES RESILIENCE FUND

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**Resilience isn't a box to check or a buzzword. It is a method of moving forward without forgetting the past.**

During the ongoing COVID-19 pandemic, where Indigenous communities across the land have experienced amplified pre-existing health and economic disparities, resilience has shone a light on the power of communities supporting communities.

When the pandemic was declared in March 2020, friends and philanthropists Victoria Grant and Wanda Brascoupé created the Indigenous Peoples' Resilience Fund (IPRF).

It is an effort to provide much-needed support and care to Indigenous communities while building community resilience. So far, they have 29 partners, have raised over \$14 million, have supported over 35 Indigenous-led organizations with almost \$1 million.

They've made it possible for communities to receive support for mental health, capacity- building, education, food security and more with a two-week turnaround time for applications, with funding ranging from \$5000 to \$30,000.

"We wanted to take the onus off of community members so that they could do their job," says Brascoupé. "We knew that, particularly in a pandemic, they were going to be stretched, so we cared for that at that point."

Through this work, the IPRF strengthened trust with communities and Laidlaw. Their lived experiences as Indigenous people – Grant is Teme-Augama Anishnabai Kway, Maang Indoden (Women of the Deep Water People, Loon Clan) and Brascoupé is Bear Clan, Skarù rẹ', Kanien'keha and Anishinabe – have also informed their approach.

Instead of encouraging communities to fit into rigid criteria, which can present barriers and reinforce colonization and anti-Indigenous ideas, Brascoupé and Grant encouraged and empowered communities to self-determine what they needed. "We'd all lived in community so we all had subsets of what we were looking for, and how we could make it theirs," says Grant.

For example, the application process welcomes all types of submissions, including verbal, video presentation, written, fax and more. Additionally, they've

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created opportunities that wouldn't be possible in traditional Canadian philanthropy spaces, such as funding non-qualified donees and reporting using Indigenous oral traditions.

The feedback has been positive, even when they've had to say no to people.

"Our feedback on our process [has been], 'I can't believe how simple this process has been' and 'I can't believe that when I say something, you understand almost immediately'," says Grant. Putting people first has meant a departure from the language that is often used to describe the relationship between grantees and foundations in a good way: Grant and Brascoupé don't refer to this support as "grants" to communities they are "gifts" or "bundles", names which honour the journey that communities take towards change. Getting back to normal has a different meaning for Indigenous communities – continuing to deal with the impact of colonization. Through their work, Grant and Brascoupé push back on the idea to chart a different path of resilience that puts people and communities first. Brascoupé says, "Yes, we have certain guidelines...but when you tell someone 'Tell us what you need. How would you like to go about doing it?', that's when you get to answers, not trying to get to the yes."



# YOUTH ACTION FUND

## \$1,441,415



The Youth Action Fund offers grants to grassroots initiatives working with youth who are underserved by the education system and overrepresented in the justice and child welfare systems. The development of this fund was guided by a series of consultations with experts and advocates in the field.

**Objectives:**

- Elevate the voices of young people with lived experiences in the justice, education, and child welfare systems
- Support initiatives working on or advocating for early intervention
- Promote equitable and accountable institutions and systems
- Support initiatives working on or advocating for evidence-based policy
- Support initiatives that are informed by youth, families and communities

YOUTH ACTION FUND - \$1,441,415	
ORGANIZATION NAME	AMOUNT
Kids of Incarcerated Pares (Formerly FEAT for Children)	\$59,137
FYOU: The Forgiveness Project/The Remix Project	\$100,000
Young Voices/Sketch Working Arts	\$92,960
IMPACT 'n Communities/Boys and Girls Club of East Scarborough	\$100,000
Think Twice/Delta Family Resource Centre	\$62,916
Feathers of Hope	\$50,000
Centre for Spanish Speaking Peoples	\$81,310
FreedomSchool - Toronto/Children's Peace Theatre	\$100,000
For Youth Initiative	\$45,092
HairStory: ROOTED	\$100,000
Pathfinder/Turning Point Youth Services	\$100,000
Trust 15	\$100,000
Success Beyond Limits	\$100,000
Youth Taking Flight	\$100,000
Amadeusz	\$100,000
Youth Association for Academics, Athletics and Character Education (Y.A.A.C.E.)	\$100,000

# YAF SPOTLIGHT

## POSITIVE CHANGE TORONTO

22

Hodan Mohamed remembers her first interaction with the police. She was heading home from middle school in North Etobicoke when a police officer jumped on her classmate because he was suspected of carrying drugs. Though his backpack was empty, the young man was arrested and ultimately dropped out of school and got involved with street life.

“To this day, I don’t understand why it is acceptable for police officers to randomly select, harass, interrogate, and in some cases assault Black youth just minding their own business coming back from school. None of that has been documented” says Hodan. “I always think about [that classmate] and think how his life would have been different if he never had that negative contact with the police.”

Today, Hodan is the chair of Positive Change Toronto, an advocacy group that addresses the root causes of youth violence within the city’s Somali-Canadian community. She says it’s experiences like hers—compounded by intergenerational trauma caused by a legal system that’s been designed to criminalize Black and Indigenous communities—that make the criminal justice system a heavy topic of discussion among youth and adults alike.

Supported by the Youth Action Fund, Positive Change TO’s Rise Up Project has created a space for young Somali-Canadians to have these conversations. Over three months, two dozen youth aged 18 to 29 met on Zoom to share their stories and learn about the criminal justice system. The sessions are facilitated by Ayderus Alawi, a Toronto-based criminal defence lawyer who has spent his career addressing issues of anti-Black racism in the legal system.

Youth themselves identified the topics they wanted to discuss: understanding how to interact with the police, reintegration from prison, and where to find information about the legal system.

“Even though we are all Somali, people come from different stages of their life, their

lived experiences are different, their genders, and ethnicities. So it’s important to really get a sense of who the youth are when you start opening these discussions,” explains Khadro Abdulle, Positive Change TO’s outreach coordinator.

A recent graduate of the University of Toronto’s criminology program, Khadro is leading the Rise Up Project alongside Mohamed Hassan, another young Somali-Canadian.

In the short-term, the Rise Up Project is about healing, coming together (virtually) as a community, and empowering young Somalis to understand their legal rights. Alongside insights from a series of Black mental health events hosted by Positive Change TO, these themes of discussion will be woven together with ideas and recommendations from youth to develop an advocacy toolkit that will be released later in 2021.

The goal is for the advocacy toolkit to be translated into English and Somali, available online and in printed form, so everyone from elders to young people to policy-makers can better understand how the justice system affects the lives of Somali-Canadian youth. The toolkit will also include interviews with elders about alternative forms of justice—traditional practices from Somali cultures that could be relevant in the Canadian context as a way to avoid incarceration.

Hodan and Khadro state that changing the criminal legal system and ending police violence is a process that takes time. While COVID-19 has temporarily led to less street activity and violence, Somali-Canadians—similar to other Black communities—have faced higher exposure to the virus because many community members are frontline workers.

Ultimately, Hodan says gun and street violence should be treated like a virus and the national epidemic that it is. “You do not address it through policing or arresting more people because the root cause is often socio-economic,” she explains. “If you want to address the social determinants of health then there has to be a broader sense of intentionally investing in our community and in our young people.”

# KNOWLEDGE BUILDING

## \$100,000

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The Knowledge Building program invested in research, policy-advocacy and communications strategies to enhance youth well-being and inclusion.

Through this grant, the Foundation has supported

- Knowledge building projects including exploratory and community-based research and other empirical studies that fill knowledge gaps and/or developed evidence-based policies and advocacy tools to promote youth inclusion and wellbeing
- Knowledge sharing activities including convenings, workshops, dissemination activities and cultural productions that will increase public understanding of specific norms, structures and practices that act as barriers to youth inclusion and wellbeing in order to support changes in practice and policies.



KNOWLEDGE BUILDING - \$100,000	
ORGANIZATION NAME	AMOUNT
Yellowhead Institute/Ryerson University	\$100,000

# CAPACITY BUILDING

## \$60,000

24

The Youth Action Fund offers grants to grassroots initiatives working with youth who are underserved by the education system and overrepresented in the justice and child welfare systems. The development of this fund was guided by a series of consultations with experts and advocates in the field.

Capacity Building provides professional development to Youth Action Fund recipients.



CAPACITY BUILDING - \$60,000	
ORGANIZATION NAME	AMOUNT
Child Welfare PAC	\$20,000
Youth Wellness Lab/ University of Toronto	\$20,000
Positive Change T.O	\$20,000

# SCALING IMPACT

## \$199,250

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Through the Scaling Impact grants, Laidlaw Foundation deepened its investments in grassroots, youth-led projects by providing longer-term funding to youth-led groups to expand their model and increase their influence.

Scaling Impact can be seen as the next step for grassroots youth-led groups that have an established model primed to scale.

SI Grantees: *Grassroots Advocacy+Programming*

- Offers programs that concretely improve the lives of young people that are falling through systems cracks
- Are credible and powerful advocates for policy and institutional change in order to address the root causes of inequities



SCALING IMPACT - \$199,250	
ORGANIZATION NAME	AMOUNT
Success Beyond Limits	\$100,000
Literal Change	\$99,250

# INDIGENOUS YOUTH AND COMMUNITY FUTURES FUND

**\$593,513**

Through the Indigenous Youth and Community Futures Fund (IYCFF), Laidlaw invests in opportunities for Indigenous youth to develop and lead projects where they were immersed in their lands, languages and cultures; participate in everyday acts of resurgence, reclamation and well-being; build relationships within and across Indigenous communities; and learned about and define for themselves what reconciliation means.



INDIGENEOUS YOUTH AND COMMUNITY FUTURES FUND - \$593,513	
ORGANIZATION NAME	AMOUNT
Shingwauk Kinoomaage Gamig (SKG)	\$59,000
Tungasuvvingat Inuit	\$59,513
Waaseyaakosing Language Nest	\$55,000
Georgian Bay Anishinaabek Youth/Georgian Bay Biosphere Reserve Inc	\$30,000
Kenora Metis Council/Laura Polischuk	\$30,000
Neskantaga First Nation	\$30,000
Matachewan First Nation	\$30,000
Mississauga Nation	\$30,000
Indigenous Food Circle/Root to Harvest	\$30,000
Youth of Pikwakanagan/Free For All Foundation	\$30,000
Weave and Mend/Ashley King	\$30,000
Maamiwi Gibeshiwin Indigenous Cultural Training Camp	\$30,000
Youth Odena/Waabinong Head Start Family Resource Centre	\$30,000
Dilico Anishinabek Family Care	\$30,000
Aunties on the Road/Minwaashin Lodge Indigenous Women's Support Centre	\$30,000
Youth Circle for Mother Earth - Bkejwanong/Walpole Island Land Trust	\$30,000
Water First Education and Training Inc.	\$30,000

# IYCFF SPOTLIGHT

## INDIGENOUS FOOD CIRCLE

In summer and fall 2020, Shelby Gagnon and a group of Indigenous youth in Northwestern Ontario gathered to trap, harvest, process, and preserve traditional foods and medicine. The seven workshops were part of Mino-Wiisini, a youth-led food sovereignty and education project of the Indigenous Food Circle.

In one gathering at Roots to Harvest, a non-profit organization in Thunder Bay, youth were shown how to blend a nutrient-rich emulsion of fish parts and compost to nourish the soil. Other gatherings involved blueberry picking and preserving the berries in jam; making bear grease, and trapping in the Red Rock Indian Band and Aroland First Nation, where Shelby is a community member.

“There’s layers and layers of knowledge held within food. Youth as a generation, we need to keep that knowledge going because so much was lost during colonization,” says Shelby, who is the project coordinator (Mino-Wiisini is Ojibwe for ‘s/he eats well, likes what s/he eats’).

The focus on traditional diets and food sovereignty is about more than making sure people have enough to eat—it’s a connection to culture. Shelby references hunting and honouring a moose. Not only a source of food, the process offers the opportunity to observe and learn from the land, gather as a community for ceremonies and feasts, and craft traditional art or clothing using the whole animal.

Contrast this with the sterile experience of going to a grocery store: buying food off the shelf with little knowledge or appreciation of where it came from or the land from which it was harvested.

“I see the generational impacts of colonialism in our food systems,” expands Shelby. “A lot of my family has health problems caused by how we eat. [Colonization] really disrupted our ways of knowing and living in a healthy, balanced way.”

This disconnect between people and food was compounded during COVID-19 when community members were often only able to afford or access processed foods and had to depend on food banks or food boxes. Greater food sovereignty—the ability to grow, trap, and prepare food from the land—would have lessened this impact.

In applying for the Indigenous Youth and Community Futures Fund, Shelby’s goal was to enable herself and other youth to learn the customary food practices held by elders and knowledge keepers, while also combining her personal interest in the connection between food, art, and land.

Recognizing that many youth and community members may be unable to access the land due to lack of transportation or COVID-19 restrictions, Mino-Wiisini used technology as a tool to transfer traditional knowledge.

In one Facebook Live event, Shelby and Indigenous Food Circle coordinator Jessica McLaughlin skinned and cleaned a waabooz (rabbit); another session focused on seed saving, and was led by knowledge keeper Audrey Logan who spoke about the history, importance, and use of the Gete Okosomin squash.

As well as these virtual and in-person gatherings, IYCFF supported the hosting of a sweat lodge ceremony, professional and personal development courses, and the ability to pay Indigenous youth, elders, and knowledge keepers for their time and involvement in the project. The grant also covered the cost of producing a series of short videos featuring the 2020 traditional food workshops—a further effort to be inclusive of those who couldn’t attend.

Shelby says she’s excited to be learning these teachings and sees that same sense of enthusiasm in her peers: “It’s feeling proud that you got your hands dirty having spent however long picking blueberries and now you have jam. And it’s the empowerment of being able to do it and the resurgence and resistance that comes with it.”



# YOUTH COLLECTIVE IMPACT

## \$681,000

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A collective impact initiative can take months—even years—to go from concept to implementation. There are endless strategic planning meetings, and extensive consultations among stakeholders and the wider community. There are convenings specifically for building and validating the collaborative’s capacity; meetings to test the Theory of Change’s quality and structure; there are even meetings to settle disagreements among partners. Even with the best mix of community champions, leaders and political allies, it takes a great deal of commitment to make a large-scale, high impact initiative operational.

YOUTH COLLECTIVE IMPACT - \$681,000	
ORGANIZATION NAME	AMOUNT
<b>YOUTH LEADERSHIP &amp; TRAINING</b>	
Kexin Weng	\$2,000
Michael Abraham	\$2,000

When Ontario declared a state of emergency in March 2020, it forced the closure of schools, child care services, restaurants and indoor facilities. Some youth-serving programs came to a halt, and community allies were on the verge of burnout. Youth CI partners expressed that their levels of energy and enthusiasm were dwindling, and COVID-19 further exacerbated the barriers they were trying to address in support of the young people they were serving. It was clear that the impact the pandemic had on them was jarring.

In light of the lockdown and challenges imposed by COVID-19, Youth CI adjusted its program services. Apart from moving all workshops and coaching consultations online, Youth CI instituted low-burden reporting, offering flexibility with budget reallocation and project deliverables. If groups needed to push timelines up, or simply press pause on their work, we encouraged them to do what was necessary. All it took was one Zoom call or an email. As a result, some groups course-corrected their collective impact initiatives, reallocating dollars to more immediate needs, others put their initiatives temporarily on hold because collaborative partners were reassigned to the frontlines of COVID-19 relief. Some even opted to doubled-down on community awareness and enhanced their collaborative capacity. At any rate, our extraordinary partners, along with their dedicated coaches, were determined to overcome barriers to keep some form of their initiatives in motion. We are proud of their work and commend them for their strength and resilience.

YOUTH COLLECTIVE IMPACT - \$681,000	
ORGANIZATION NAME	AMOUNT
<b>CONVERSATION STARTER GRANT</b>	
Arran-Elderslie Youth Council (AEYF)	\$1,000
Rebound’s Youth Collective Impact Initiative	\$1,000
Mommy Monitor Youth Subcommittee	\$1,000
Toronto Indigenous Business Association (TIBA Youth Council)	\$1,000
Seven Times Strong	\$1,000
The Student Professional Development (SPD) Club	\$1,000
Young Parents Navigating Life After Child Apprehension	\$1,000
Seine River First Nation	\$1,000
Camps for Children	\$1,000
Youth 2 Kingston, Frontenac, Leonnox and Addington	\$1,000
<b>EXPLORATION GRANT (WITH DEVELOPMENT COACHING)</b>	
Empowering Parents, Caregivers, and Adult Allies as Catalysts for Positive Youth Mental Health	\$10,000
Rexdale Food Justice Collaborative	\$10,000
The Life Dojo	\$10,000
York Region Collaborative to Reduce and Prevent Youth Homelessness	\$10,000
Northern Lights Collective	\$10,000

YOUTH COLLECTIVE IMPACT - \$681,000	
ORGANIZATION NAME	AMOUNT
<b>LAUNCH GRANT (WITH PLANNING COACHING)</b>	
Black Youth School Success Initiative	\$57,000
Caledon Youth Voice	\$60,000
Youth Employment Support Collective (YES)	\$60,000
Mawachi Hitowin Project for Children and Youth	\$60,000
Halton Granters’ Roundtable	\$60,000
<b>EXECUTION GRANT</b>	
Wellington County Rural Youth Homelessness Committee	\$125,200
Niagara Children’s Planning Council	\$87,400
West Elgin Youth Task Team	\$97,400
<b>PLANNING COACHING</b>	
Education CI	
Rural Youth Mental Health	
Jane Finch Bridging Education to Employment	
Hat Trick United	



# YOUTH COLLECTIVE IMPACT

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## YOUTH CI VIDEO SPOTLIGHT: BLACK YOUTH SCHOOL SUCCESS INITIATIVE

The Black Youth School Success Initiative (BYSSI) is a collective impact initiative composed of Black-led/focused organizations working to increase the graduation rate for Black youth in the Peel Region.

Fourteen schools host the BYSSI program, which focuses on supporting youth through its pillars of education, safety, health, and community. Since 2018, Black youth in grades 6 through 12 have participated in the BYSSI, and have had a plan of care developed based on their interests and needs. That includes connecting students with community partners who might be best placed to offer those supports and services.

COVID-19 has shifted BYSSI services like tutoring and mentorship online. Crystel Campbell, a youth engagement coordinator with BYSSI, says that while the pivot has been challenging, it has allowed the team to host more guest speakers and experiment with online offerings like a web-based stock market challenge where students learn the basics of saving.

In 2020, BYSSI received a Youth CI Execution Grant to support the implementation of their collective impact initiative. “The Youth CI process was one of the most understanding [funding] processes I’ve ever gone through,” says Chris Thompson, Associate Manager of Community Investment with United Way Greater Toronto.

Both Crystel and Chris say they’ve appreciated the Youth CI experience. “You get to bounce ideas off of one another, especially understanding what’s working and what’s not working,” explains Crystel.

“You get to go and meet others and realize you’re not alone,” adds Chris of the learning lab experience. “It’s a journey [...] I met people from different districts and you share similarities but you also build on your differences and you try to see what can help.”

Crystel says she wants to see the initiative continue to grow with the support of Youth CI: “I hope to see BYSSI as not just a program that’s in select spaces, but as the go-to program for Black youth who want to achieve educational excellence and really just helping them get into that space where they’re set up, they’re ready to go, and they feel confident in their choice.”



# FAMILY DISCRETIONARY FUND **\$152,451**

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FAMILY DISCRETIONARY FUND - \$152,451	
ORGANIZATION NAME	AMOUNT
The Neighbourhood Group	\$1,000
Christ Church Anglican, Roches Point	\$7,000
Community Food Centres Canada	\$10,000
St. James Cathedral	\$1,000
FaithWorks	\$2,000
Black Youth Helpline	\$5,000
McMichael Canadian Art Foundation	\$11,000
Halton Women's Place	\$5,000
Welcome Friend Association	\$5,000

FAMILY DISCRETIONARY FUND - \$152,451	
ORGANIZATION NAME	AMOUNT
Atwater Library	\$3,000
Oneness World Communication	\$1,000
Mississippi Madawaska Land Trust	\$1,000
Boston Presbyterian Church	\$1,051
Camp Bucko (Burn Camp for Kids in Ontario)	\$2,000
Our Town Food Bank	\$2,000
Procyon Wildlife	\$1,500
Stevenson Memorial Hospital	\$2,000
Rediscovery International	\$1,000
Georgina Community Food Pantry	\$2,000
BC Parks Foundation	\$17,000
Guelph Black Heritage Society	\$1,000
Darling Home For Kids	\$3,000
Green Learning Foundation Canada	\$1,000

FAMILY DISCRETIONARY FUND - \$152,451	
ORGANIZATION NAME	AMOUNT
The Smile Company	\$1,000
My Sisters Place	\$2,500
Canadian Authors Association	\$1,000
Farley Foundation	\$3,000
Friends of the Misiway	\$1,000
Les Amis des Jardins de Metis Inc.	\$1,000
Canadian Red Cross	\$10,000
Ontario Water Centre	\$4,000
Hope Centre	\$5,000
Wellspring Niagara	\$5,000
Kingston Interval House	\$1,500
HIV/AIDS Regional Services	\$13,000
Salmon Coast Field Station Society	\$19,900
The Highlands Opera Theatre	\$1,000

# BOARD DISCRETIONARY FUND

**\$121,000**

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BOARD DISCRETIONARY FUND - \$121,000	
ORGANIZATION NAME	AMOUNT
Kateri Native Ministry	\$10,000
Egale Egale, Rainbow Faith and Freedom	\$2,000
Ontario Horticultural Trades Foundation - GrandTrees Walk	\$2,000
ENAGB	\$16,000
Community Food Centre Canada	\$4,000
Sunnybrook Foundation	\$10,000

BOARD DISCRETIONARY FUND - \$121,000	
ORGANIZATION NAME	AMOUNT
Toronto Foundation	\$7,000
North York Harvest Food Bank	\$3,000
The Carol Institute	\$2,000
CEE Centre for Young Black Professionals	\$8,000
Tewegan Housing For Aboriginal Youth	\$2,000
The Canadian Race Relations Foundation	\$2,000
Tropicana Community Services	\$2,000
The Imani Academic Mentorship Program/The University of Toronto	\$2,000
Trust15	\$1,000
Arts Canada Institute	\$2,000

BOARD DISCRETIONARY FUND - \$121,000	
ORGANIZATION NAME	AMOUNT
Toronto Foundation - Nagpal Vir Family Foundation	\$10,000
The Governing Council of the University of Toronto	\$10,000
Salmon Coast Field Station Society	\$4,000
Maitland Valley Conservation Authority	\$1,000
Leith Summer Festival	\$1,000
FoodShare/Black Creek Community Farm	\$7,000
Neskantaga First Nation	\$2,500
University of Toronto/Rotman School of Management	\$2,500
Adornment Stories/Children's Peace Theatre	\$8,000

# STAFF DISCRETIONARY FUND **\$15,000**

STAFF DISCRETIONARY FUND - \$15,000	
ORGANIZATION NAME	AMOUNT
For Youth Initiative	\$3,500
One by One Movement/Helping Hands International	\$2,500
Water First Education and Training Inc	\$9,000



# POLICY UPDATES

## IRWIN ELMAN, 2020 NATHAN GILBERT FELLOW

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As the former Ontario Child and Youth Advocate and now a Laidlaw Fellow, Irwin Elman has spent his life listening to and amplifying the voices of young people most marginalized from their rights, including those within the care system. And so it's not surprising to hear him quote one of those youth when describing his work: striving to legislate the conditions in which love can flourish.

"I love when young people do that," says Irwin of the youthful wisdom he's heard throughout his 35-year career. "It's a mic drop. I thought this was going to be the push that we need in Ontario."

That 'push' relates to the advocacy that First Voice\* groups, advised by Irwin, have been pressing forward this year.

As the Provincial Advocate, Irwin developed connections with youth in care organizations from across Ontario. As a Laidlaw Fellow, he brought these groups together to determine how a collective First Voice could be amplified. Ontario "modernized" its Child, Youth and Family Services Act in 2019. The Act legally-mandates that every service be delivered in a child-centred manner and that decisions are made with the meaningful participation of young people. Irwin wants to ensure that actually happens.

"I recently heard [young people] say that 'sometimes we feel like we're in the backseat of the car which is our life, and then when we turn 18 someone hands us the keys to the car and tells us to drive, but no one showed us how to do that and there's no gas in the car,'" shares Irwin.

Advocacy in the child welfare and protection space has historically pressured the government to extend the age in which youth must leave their foster home and the system. The pandemic introduced urgency and opportunity to that debate.

"We thought it was outrageous that during a pandemic young people would have to leave their foster home, find a place to live by themselves, and sit in a room and isolate," says Irwin. "Our argument was 'it cannot be business as usual.'"

Using his relationships to secure meetings with Ministry officials, Irwin supported the Ontario Children's Advancement Coalition (OCAC) and Youth in Care Canada (YICC), two First Voice organizations, in putting forward a proposal to the province.

The groups achieved real progress: Ontario placed a moratorium on youth aging out of care—the first province to do so. That means a young person can't be made to leave their foster home at 18 and cannot be forced out of care for good at 21. With further lobbying, the moratorium has been extended twice and is in place until September 2022.

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This period opens the door for more permanent policy change. Irwin is advising and supporting OCAC and YICC as they co-design with government a replacement system to "aging out" where young people in care will leave their homes or the system when they feel ready. Readiness markers will be determined in consultation with youth and could include indicators such as a young person having graduated from high school and having stable, supportive personal relationships in their life.

Importantly, this new system would place the onus on the government to consider how to support a young person from the moment they enter care in developing the positive, permanent relationships they need to live independent and fulfilling lives. Irwin sees this as something that could finally lead to a fundamental shift in how child welfare does its job. Young people involved call it an "ethical reset."

These supporting and convening roles are the tip of the iceberg when it comes to Irwin's work as a Laidlaw Fellow. He has also been working to reform Ontario's child death review system, advise various youth-led organizations and campaigns, and influence policy and legislative reform alongside young people

"What I've done at Laidlaw is continue to use any political capital I might have and the positional authority of a Fellowship: resources, access to decision makers, and knowledge around organizations to partner with mostly First Voice groups and support them to make sure their voices are heard," says Irwin. "Laidlaw has been really effective at walking alongside these young people, and it will be crucial for the Foundation to continue that."

*\*First Voice advocates are people who, as children and youth, are or were marginalized from their rights. This includes current and former young people in the child welfare system.*



# POLICY UPDATES

## CHILD WELFARE PAC

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Post-secondary education opens a lot of doors, and the Child Welfare Political Action Committee, founded in 2017, is ensuring more young people are able to walk through them. Since 2019, the organization has secured over 160 tuition-free post-secondary spots across five provinces for any current or former youth in care.

In Ontario, an estimated 800 to 1,000 youth age out of care each year. Though the province doesn't track what they do next, some studies indicate that about 60% will drop out of high school. Of the students who complete high school, only one in five will try to pursue post-secondary education, and fewer still will finish.

"So we're talking about between one to eight kids out of a thousand every year having access to social mobility right out of care," explains Jane Kovarikova, Founder of Child Welfare PAC. "This is total system failure."

Having grown up in care, Jane understands the psychological and financial barriers faced by foster children. From a lack of role models to the instability of moving from one home to another, post-secondary education is often not seen as the next step—nor is there enough encouragement.

"You're frequently told in care that you're not good enough," says Jane of her experience. "It's not necessarily something you can fix with another tutoring program.

There is a lot more going on as to why high school doesn't work out for youth like us."

Lobbying to leave the system at the age of 16, Jane dropped out of high school and worked at an office supply store to supplement her minimal government allowance.

She applied to community college as a mature student at age 18 and transferred to Laurentian University where she experienced the transformative power of a post-secondary education. She went on to receive a master's degree at the London School of Economics and is currently completing her PhD at Western University.

While there are post-secondary scholarships and financial supports for youth in care, they often have limitations placed on age, program of study, or other arbitrary specifications.

"Because our lives are so complex, we may not be ready to undertake life milestones at the same age as our non-foster peers," explains Jane. "When we are ready, maybe in our 30s or 40s, the opportunities typically are not there." Government tuition waiver policies are similarly problematic, as they're subject to electoral cycles.

Child Welfare PAC makes agreements directly with post-secondary institutions and the tuition-free places it has secured are available for any current or former youth in care, regardless of age.

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The end goal is to have every institution in Canada offer tuition-free places, making it possible for all current or former foster children to get a post-secondary education in or near their community.

Jane and the team are also exploring various policy change pathways, such as an expectation that all foster children apply to post-secondary before aging out. These are meant to positively shift the expectation of what comes next in life.

Through the 2020 Youth Action Fund, Jane has hired an assistant so she can dedicate more time to working towards tuition-free placements with institutions. According to her, it's not easy to find a Foundation willing to invest in policy change affecting many; most tend to focus on programmatic change with individuals.

"Laidlaw is setting a leadership example in the community of philanthropy," expands Jane. "Too often we're busy funding programs that target fixing a 'deficient' subject. We need to start looking at what is broken, what is creating the poor results. It's not the kids themselves—it's the system. And too few organizations focus on correcting the system in a tangible, solution-focused way."



# FAMILY COMMITTEE



## Salmon Coast Field Station Society: **\$19,000**

The funds will cover two projects: Firstly, \$9900 will cover the entire remaining cost to start up their new Salmon Health Initiative: Innovative molecular and genomic tools offer unprecedented opportunities to monitor and assess the health of wild salmon. They are exploring the application of these tools to understand the stressors encountered by wild Pacific salmon—both juvenile salmon as they make their way to the open ocean, and adults as they return to spawn. The remaining funds of \$14,000 will support their dock replacement initiative: A dock is the most crucial piece of infrastructure for a remote field station conducting marine research. It serves the station to achieve their conservation, education, and research goals, and they could not operate without one. Replacing the dock will support all the work done at the Salmon Coast, including the new Salmon Health Initiative and the continued sea lice monitoring program which is entering its 20th season. The dock will also serve their ongoing education and training programs that amplify public support and understanding of salmon in the region. Their existing dock must be replaced in the coming year.

An additional \$4,000 was also donated to Salmon Coast Field Station Society from Cameron Laidlaw's Board Discretionary Fund.

**Family Members who contributed:**  
Cameron Laidlaw / Connor Laidlaw / Bill Laidlaw / Caitlin Laidlaw



## Community Food Centres Canada: **\$10,000**

Community Food Centres provides vital services to 183 Good Food Organizations across the country. They support local efforts to mitigate food insecurity which has become especially critical with the pandemic which is putting unprecedented stress on already over stretched organizations. This brilliant organization is led by Nick Saul whose leadership was just recognized by the Order of Canada. The organization was nurtured by the invaluable Metcalf Foundation and was initially chaired by its CEO and President. The Board is full of extremely well qualified people. This is one of Canada's finest charities with a role that could not be more obvious dealing with an unprecedented crisis. The Funds will provide food delivery to some of the most vulnerable Canadians at a time of great need.

**Family Members who contributed:**  
Julia Laidlaw / Jessica Hammell / Jamie Laidlaw /  
Katheryn Simmers / Jen Apgar / Caitlin Laidlaw / Ben  
Apgar / Jon Apgar / Chris Apgar / Tim Apgar



## BC Parks Foundation: **\$17,000**

The funds would be used to support a program that provides Canadian newcomers free trips to regional BC Parks to experience guided or interpretive activities in outdoor spaces. Many newcomers to Canada reside in dense urban spaces and lack the means and the opportunities to get out of the city and into natural spaces. BCPF will allocate the funds to the Healthy By Nature program to work directly with Mosaic in Vancouver to cover the costs of between 5-10 bus trips to regional parks for Canadian newcomers. It would pay for transportation, guides/interpreters, and potentially outdoor gear (and/or PPE if trips undertaken while COVID protocols are in place). Between 250 - 400 individuals would participate in the trips. Mosaic and BCPF have piloted similar trips in the past and felt the trips made a lasting impact on the participants' well-being and their connection with natural spaces.

**Family Members who contributed:**  
Jon Apgar / Jen Apgar / Chris Apgar / Tim Apgar



## HIV/AIDS Regional Services: **\$13,000**

HIV/AIDS Regional Services is a leader in providing service user advocacy and innovative, high quality services for people living with, at risk of, or affected by HIV/AIDS. The Fund will support the The Integrated Care Hub which provides support to the community's most vulnerable populations. They provide harm reduction supplies, shelter, hygiene products, and food.

**Family Members who contributed:**  
Jessica Hammell / Katheryn Simmers / Julia Laidlaw

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All descendants of the Foundation's Founder, Mr. R.A. Laidlaw, 18 years of age and older, are eligible to make applications to the Family Discretionary Grant Fund (the Fund) on behalf of a recognized Canadian charitable organization, to a maximum of \$10,000 per year, per Family Member. Applications may be in the form of one grant in the amount of \$10,000 or a series of smaller microgrants. Family members are encouraged to consider the Mission of the Foundation when submitting their applications and to consider collaborating with other Family Members on co-funding applications involving grants from two or more Family Members. The Family Committee oversees the administration of the Fund and is comprised of the four Family Members on the Board, four other Family Members, and two non-Family Board Members. The Family Committee welcomed two new Family Members to the Committee in 2020, Tim Apgar and Julia Laidlaw, and one new non-Family Board Member, May Wong.

The Foundation saw many newer Family Members use the opportunity to grant the allocated funds in 2020. The year 2020 highlighted the amplified needs in communities due to COVID-19. Looking at the final amount of \$152,451 granted and increased interest in the Fund, the trajectory of the Family Discretionary Grant Fund is headed in a good direction for the future. Lastly, due to public health restrictions, Family Members were unable to gather for any Family events but the Family Committee looks forward to organizing in-person events under the public health guidelines in the upcoming year.

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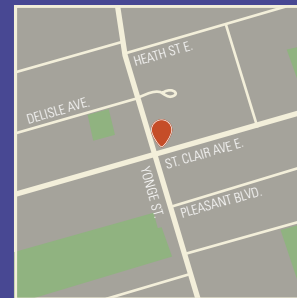


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