

# Youth & Families



Increase opportunities for education and work



Improve life for vulnerable youth

Build a sense of Belonging for children and youth



Engaging youth has always served a number of interests in Spence. When Building Belonging, an afterschool program for children aged 6-12 years old was started, there was an interest in creating safe spaces for kids from the moment school closed, until their parents were home to take care of them — a place that youth could go instead of being out on their own and vulnerable to gang activities and other risks.

In addition to keeping kids safe, youth programs at Spence have sought to increase and improve:

- ▲ educational outcomes
- ▲ preparation for employment and/or university
- ▲ youth participation in community development
- ▲ and to reduce gang activity, recruitment, and youth participation in and reliance on unsafe activities to meet their needs.

Youth programs have also sought to improve and provide:

- ▲ A sense of belonging and connection and pride in the community they live in

- ▲ A connection to positive adult and peer mentors
- ▲ Basic needs provisions including health meals daily
- ▲ Supports to thrive- so that every youth in our community has the same opportunities that all youth deserve.

SNA upholds the importance of family in youths' lives. For youth who have been impacted by CFS, or suffered trauma within their family of origin, it has proven important to recognize and uphold the real networks of support that youth build and are drawn to whether or not this includes those connected by blood, while seeking to (re) build positive healthy relationships with mothers, fathers, sisters, brothers, aunties, uncles, and grand parents, as directed by youth. These real networks of support can include extended family, foster parents, neighbourhood kids, youth workers and volunteers, and neighbours. When we pay close attention to the connections youth find most important, we are much better at helping them reach their goals.

Many families in our community carry the impacts of residential schools and are experiencing ill health and broken relationships as a result of

this historic and intergenerational trauma. The success of SNA programs shows: youth in the neighbourhood have claimed SNA program as their own, and continue to attend in large numbers.

Our responsibility includes supporting increased health in family relationships, and strengthening families. As an organization, and through the work of local partners, we are able to help local families increase their housing stability, help with employment options, get better connected in the neighbourhood through community gardening, events and collaborative projects, and access healing and educational opportunities. Through youth programming, we support positive family relationships by offering family programs, community meals, and volunteer opportunities for caregivers.

Youth programming has been built, step by step, from our first attempt to offer a safe space for 6-12 year olds after school a few times a week to:

- ▲ expanding Building Belonging to five days a week
- ▲ adding an after school program for teens five days a week
- ▲ Developing and maintaining First Jobs for Youth, one of SNA's longest standing and most successful programs, breaking down barriers between employers and local youth, and giving marginalized youth concrete employment training and experience to help them secure long term employment.
- ▲ First Jobs for Youth expansion to Youth Crews which now offers a catering service and odd job opportunities for youth which helps youth continue to develop their skills.
- ▲ Developing and maintaining a full sports program, that removes all barriers to participant and supports over 250 youth annually to access soccer and basketball teams as well as skateboarding. Most youth participating on these teams do

not have other ways to access organised sport.

- ▲ Ensuring after school homework support for all youth
- ▲ Offering targeted programs for youth impacted by gangs and violence
- ▲ a regular girls night (girls only!)
- ▲ Opening the West End 24 hour Safe Space for youth
- ▲ Supporting families through the Wahkotowin Strengthening Families Program

SNA Youth Programming maintains best practices of being led by youth while employing principles of inclusion and harm reduction. This includes:

- ▲ A youth committee that meets to discuss current programming, evolving opportunities and needs, and to strategise together.
- ▲ A youth developed restorative justice and behaviour management policy. The policy includes rules for behaviour, consequences, and what youth need to do to rebuild relationships when they have made a mistake. The policy ensures that being denied programming that provides safety almost never happens, and when it does, for only as long as it takes for the youth in question to take responsibility for their actions.
- ▲ Inter-group development for community strength. Older youth are invited to support children in Building Belonging through mentorship, volunteering, and First Jobs for Youth placement. This initiative offers multiple positive outcomes, including the way these relationships and leadership development plays out outside of program in the neighbourhood where children know there are youth they can trust and rely on for support, and older youth feel a sense of responsibility and contribution through helping others.

## ▲ City of Winnipeg

Our partnership with the City of Winnipeg spans SNA's entire existence. SNA programming benefits from the use of City of Winnipeg property, the support of City of Winnipeg Recreational staff, and the ability to collaborate on programmatic planning, and property development and use planning. The partnership is founded on the MERC integrated team which meets monthly to support smooth community supported operation of the facility

## ▲ Youth Agencies Alliance

SNA is a long time member of the Youth Agencies Alliance, a collaborative body of organizations offering no cost neighbourhood based programming to youth across Winnipeg. This partnership engages SNA youth programming participants in further leadership work, including the Rotary Leadership Program, summer camp, and collaborative events and programming like sports and seasonal gatherings. The alliance takes its direction from participants. Youth across programs were recently surveyed to provide direction to the alliance on youth priorities and next steps.

## ▲ Gang Awareness Interagency Network (GAIN)

GAIN is a network which seeks specifically to respond to youth impacted by gangs in Winnipeg. They take a preventative and collaborative approach, and work in concert to educate the public and decision makers while working directly with youth to decrease gang impact and engagement. GAIN also partners directly with law enforcement, Manitoba Justice, and parents in its strategizing. SNA is a very active part of GAIN and serves as the chair of the network.

## ▲ Emergency Department Violence Intervention Program (EDVIP)

EDVIP is a new program that works to reduce youth exposure to repeat violence. It works out of the emergency room at Health Sciences Centre, receiving youth injured by violence and offering intensive, long term one on one support for participants to meet their goals. SNA is one of the founding partners of this program, due to its longstanding, respected experience in working with youth who have high exposure to violence. EDVIP is now transitioning from its initial position as a research program under the University of Manitoba, to being included as a program of the Winnipeg Regional Health Authority.

## Winnipeg Plan to End Youth Homelessness

SNA is a founding steering committee member of the Winnipeg Plan to End Youth Homelessness (WPEYH), launched in 2016. The plan brings together community partners, government, and researchers and commits to a shared framework of action based on input from local youth experiencing homelessness. Among partners to the plan, there is strong agreement that coordinated work to implement the plan will result in stronger service to all youth experiencing homelessness. Therefore, this plan coordinates its direction with strategies from the PEYH. The following is a table of PEYH Action strategies and corresponding Spence Five-Year Plan Priorities.

<b>WPEYH Strategies</b>	<b>Selected Spence Five-Year Plan Responses</b>
<b>Youth have immediate access to the Supports needed to prevent, alleviate and respond to homelessness</b>	<ul style="list-style-type: none"> <li>▶ Continue to offer 24/7 Safe Space</li> </ul>
<b>Youth and their families struggling with risk factors of homelessness are identified and supported.</b>	<ul style="list-style-type: none"> <li>▶ Offer outreach and youth centered supports for vulnerable youth, navigate systems, and advocate for youth-led access.</li> <li>▶ Provide supports and programs that connect and strengthen families.</li> <li>▶ The Holistic Housing plan and its aim to Increase Housing Affordability is also relevant here.</li> </ul>
<b>Youth have access to a full range of housing and housing with support options, based on need and choice.</b>	<ul style="list-style-type: none"> <li>▶ All youth in Spence Neighbourhood have their basic needs met including but not limited to housing, safety, clothing, food, respect, and love.</li> </ul>
<b>All youth with experience of homelessness have the supports they need to maintain housing and thrive.</b>	<ul style="list-style-type: none"> <li>▶ Provide youth with education supports to maintain and excel in school. Identify and develop alternative options for youth not connected to schools.</li> <li>▶ Ensure youth have positive adult and peer mentors in their lives so youth feel supported and thrive holistically.</li> <li>▶ Foster community ownership/connections for youth through community based programming.</li> <li>▶ Develop innovative opportunities and responses to evolving community needs and dreams.</li> </ul>

## GOING FORWARD

SNA launched the West End 24/7 Safe Space in 2016 — a major step in addressing long standing concerns about overnight safety for local youth, and another cog in the wheel of a fully safe and supportive neighbourhood environment where all youth can be safe and thrive. This endeavour is offering even more direct evidence of what local residents and organizations have always known — that night is an unsafe time for so many people. The work at the 24/7 Safe Space continues to offer important insight into local challenges for youth and how we can meet their immediate needs towards long term success.

### GOAL ONE: Increase Opportunities for Education and Work

COMMUNITY STRATEGIES	COMMUNITY PARTNERSHIPS	FIVE-YEAR COMMUNITY RESULTS
<p><b>Provide youth with training and on the job experience.</b></p>	<p>Neighbourhoods Alive!, City of Winnipeg-Aboriginal Youth Strategy, Local Investment towards Employment, Urban Hometown Green Team, the University of Winnipeg’s Diversity Food Services, campus radio station CKUW 95.9 FM and the Bike Lab, the University of Manitoba, Red River College, Safe Workers of Tomorrow, Active First Aid, Manitoba Children and Youth Opportunities (First Jobs Fund), Aboriginal Music Festival, Artist’s Emporium, West End Cultural Centre</p>	<ul style="list-style-type: none"> <li>▶ 100 Youth in five years (or 20 youth per year) have been served and have obtained pre-employment training, assistance with their professional Identification and certification documents in Emergency CPR/First Aid Level C, Workplace Safety and Health, Rights of the Young Worker and Workplace Hazardous Materials Information.</li> <li>▶ 80-100% of youth participants have opportunities to receive positive and quality work experiences.</li> </ul>

<b>COMMUNITY STRATEGIES</b>	<b>COMMUNITY PARTNERSHIPS</b>	<b>FIVE-YEAR COMMUNITY RESULTS</b>
<p><b>Provide Youth with pre employment and skill development training and capacity building</b></p>	<p>Neighbourhoods Alive! , City of Winnipeg-Aboriginal Youth Strategy, Local Investment towards Employment, Daniel McIntyre St. Matthews Community Association, John Howard Society, Wahkohtowin Strengthening Families Program, CCEDNet, Westend Commons Board of Directors, YAA, local residents, businesses and agencies</p>	<ul style="list-style-type: none"> <li>▶ Youth 12-16 have access to positive ways to make money and access to training-</li> <li>▶ 50-100 youth per year have access to training and odd jobs</li> <li>▶ 80-100% of youth participants feel supported in their pre-employment and skills development</li> <li>▶ 70-100% of youth participants receive training in Workplace Safety and Health, Rights of the Young Worker and WHMIS Awareness</li> </ul>
<p><b>Provide youth with education supports to maintain and excel in school. Identify and develop alternative options for youth not connected to schools.</b></p>	<p>Spence Neighbourhood Association Homework Club, Big Brothers Big Sisters of Winnipeg</p>	<ul style="list-style-type: none"> <li>▶ 80-100% of youth have access to after-school homework help or exam prep</li> <li>▶ 60-80% of youth graduate to the next level of education (i.e. elementary to junior high to high school to post-secondary)</li> </ul>

## GOAL TWO: Improve Life for Vulnerable Youth

COMMUNITY STRATEGIES	COMMUNITY PARTNERSHIPS	FIVE-YEAR COMMUNITY RESULTS
<p><b>Develop community based accessible safe space as for all youth</b></p>	<p>Spence Neighbourhood Association, MERC, Winnipeg Film Group, YMYWCA, Wii Chiiwaakanak Center, University of Winnipeg, Boys and Girls Clubs of Winnipeg, Big Brothers Big Sisters of Winnipeg, Friends of Sherbrook Pool, West End Cultural centre, Westend Commons, IRCOM, NEEDS, Rossbrook House, Youth Agencies Alliance members, CKUW 95.9fm, Bike Dump, UWSA, West Central Community Program, Programming, City of Winnipeg SPIN program, Communities for Families, Ndinawe, Sunshine House, YAA, West Broadway Youth Outreach, Sport Manitoba</p>	<ul style="list-style-type: none"> <li>▶ 100% Youth have access to safe spaces 24 hours a day. Community spaces are safer for all youth to attend.</li> </ul>
<p><b>Provide programming during critical hours (after school and evening) for children and youth that address basic needs, removes barriers and ensures equitable access to opportunities.</b></p>	<p>Spence Neighbourhood Association, MERC, Winnipeg Film Group, YMYWCA, Wii Chiiwaakanak Center, University of Winnipeg, Boys and Girls Clubs of Winnipeg, Big Brothers Big Sisters of Winnipeg, Friends of Sherbrook Pool, West End Cultural centre, Westend Commons, IRCOM, NEEDS, Rossbrook House, Youth Agencies Alliance members, CKUW 95.9fm, Bike Dump, UWSA, West Central Community, Fort Whyte Farms, Martha Street Studio, Graffiti Gallery, Studio 393, Art City Programming, City of Winnipeg SPIN program, Communities 4 Families, WMBA, YAA, Jr. NBA, 1 Just City</p>	<ul style="list-style-type: none"> <li>▶ Children 6-12 and youth 13-18 participate in activities and projects that enhance their sense of belonging to the neighbourhood; children have a place to turn if unsafe on the street or at home; children and youth remain connected to programming and supports while living in community; less youth turning to gangs as a place to belong; healthier children and youth</li> <li>▶ 75% of youth have access to sport and recreation or to access information about sport and recreation</li> </ul>

## YOUTH & FAMILIES

<p><b>Ensure youth have positive adult and peer mentors in their lives, so youth feel supported and thrive holistically (spiritual, mental, emotional, physical)</b></p>	<p>Big Brothers Big Sisters, Boys and Girls Clubs, Rossbrook House, University of Winnipeg, Spence Neighbourhood Association</p>	<ul style="list-style-type: none"> <li>▶ Youth have support systems and relationships with positive adult mentors</li> <li>▶ 50-70% of youth return to programming each year</li> </ul>
<p><b>All youth in the Spence Neighbourhood have their basic needs met including but not limited to housing, safety, clothing, food, respect, and love.</b></p>	<p>Spence Neighbourhood Association, West Central Women’s Resource Centre, Winnipeg Harvest</p>	<ul style="list-style-type: none"> <li>▶ All youth in the Spence Neighbourhood have access to housing, clothing, food, and love.</li> </ul>
<p><b>Provide outreach and youth-centered supports for vulnerable youth; navigate systems and advocate for youth-led success</b></p>	<p>Spence Neighbourhood Association, Needs, IRCOM, Ka Ni Kanichihk, Gang Action Interagency Network</p>	<ul style="list-style-type: none"> <li>▶ Youth are in control and leading their plans for success, have the supports they need to reach their goals</li> <li>▶ 80% of youth complete their success plans</li> </ul>
<p><b>Provide supports and programs that connect &amp; strengthen families</b></p>	<p>Spence Neighbourhood Association, West Central Women’s Resource Center, Communities 4 Families, MOSAIC, St. Matthew’s-Maryland Community Ministry, local schools, University of Winnipeg, Big Brothers Big Sisters.</p>	<ul style="list-style-type: none"> <li>▶ 60-80% of Families are kept together and supports are provided so all families can thrive in the community.</li> </ul>

## GOAL THREE: Building a sense of belonging for children and youth

COMMUNITY STRATEGIES	COMMUNITY PARTNERSHIPS	FIVE-YEAR COMMUNITY RESULTS
<p><b>Foster community ownership/connections for youth through community-based programming</b></p>	<p>Spence Neighbourhood Association, MERC, Winnipeg Film Group, YMYWCA, Wii Chiiwaakanak Center, University of Winnipeg, Boys and Girls Clubs of Winnipeg, Big Brothers Big Sisters of Winnipeg, Friends of Sherbrook Pool, West End Cultural centre, Westend Commons, IRCOM, NEEDS, Rossbrook House, Youth Agencies Alliance members, CKUW 95.9fm, Bike Dump, UWSA, West Central Community Program, City of Winnipeg SPIN Program, Communities 4 Families, Fort Whyte Farms, Martha Street Studio, Graffiti Gallery, Studio 303, 1 Just City</p>	<ul style="list-style-type: none"> <li>▶ All youth in Spence Neighbourhood have safer places to access recreation and wellness.</li> <li>▶ 75% of youth have access to sport and recreation or to access information about sport and recreation</li> </ul>
<p><b>Ensure children and youth have equitable access to sports and recreation opportunities in the community and across the city</b></p>	<p>Spence Neighbourhood Association, MERC, YMYWCA, Wii Chiiwaakanak Center, University of Winnipeg, Boys and Girls Clubs of Winnipeg, Big Brothers Big Sisters of Winnipeg, Friends of Sherbrook Pool, West End Cultural Centre, Westend Commons, IRCOM, NEEDS, Rossbrook House, Youth Agencies Alliance members, Bike Dump, UWSA, West Central Community Program, Programming, City of Winnipeg SPIN program, Communities 4 Families, Studio 393</p>	<ul style="list-style-type: none"> <li>▶ All youth have access to organized sports or recreation encouraging life-long physical activity and opportunities to excel or have access to information on how to gain those opportunities.</li> <li>▶ 5-10 sport and recreational activities opportunities provided per year</li> </ul>

## YOUTH & FAMILIES

<p><b>Ensure children and youth have equitable access to arts and cultural opportunities in the community and across the city</b></p>	<p>SNA, Art City, Graffiti Gallery, MERC, Winnipeg Film Group, YMYWCA, Wii Chiiwaakanak, University of Winnipeg, Boys and Girls Clubs of Winnipeg, Big Brothers Big Sisters of Winnipeg, West End Cultural centre, West-end Commons, IRCOM, NEEDS, Rossbrook House, Youth Agencies Alliance members, CKUW, UWSA, West Central Community Program, Studio 393, Martha Street Studio</p>	<ul style="list-style-type: none"> <li>▶ All youth will have access to the arts and opportunities to excel or will be provided with the information on how to gain those opportunities</li> <li>▶ 5-10 opportunities in arts and crafts provided yearly</li> </ul>
<p><b>Ensure youth &amp; families have adequate, on-going opportunities to organize and give direction to programs and community events.</b></p>	<p>SNA, West Central Women’s Resource Centre, Sister Mac-Namara School, John M. King School, Gordon Bell High School, Wii Chiiwaakanak</p>	<ul style="list-style-type: none"> <li>▶ Youth and families have opportunities to be the voice of and participate in their communities. Youth &amp; Families Committee is held monthly and receives feedback from youth, parents, volunteers and community stakeholders</li> <li>▶ Number of youth and families engaged in planning and directions of events and programs</li> </ul>
<p><b>Develop innovative opportunities and responses to evolving community needs and dreams</b></p>	<p>SNA, MERC, Winnipeg Film Group, YMYWCA, Wii Chiiwaakanak, University of Winnipeg, Boys and Girls Clubs of Winnipeg, Big Brothers Big Sisters of Winnipeg, Friends of Sherbrook Pool, West End Cultural Centre, Westend Commons, IRCOM, NEEDS, Rossbrook House, Youth Agencies Alliance members, CKUW, Bike Dump, UWSA, West Central Community Program, City of Winnipeg SPIN program, Communities 4 Families, Fort Whyte Farms, Martha Street Studio, Graffiti Gallery, Studio 393, Art City</p>	<ul style="list-style-type: none"> <li>▶ Youth in the Spence Neighbourhood can access a diversity of program options.</li> <li>▶ 1-3 new programs, activities, and/or ventures provided per year</li> <li>▶ Barriers to all opportunities are removed or significantly decreased - including transportation, registration barriers, supports, cost, equipment, socio-economic, uniform, location, education, previous experience needed, etc..</li> </ul>