



eva's

2021-22 ANNUAL IMPACT REPORT

DOING THE WORK
TOGETHER



Land acknowledgement

We acknowledge the land we are standing on is the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat people and is now home to many diverse First Nations, Inuit and Métis peoples. We acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit First Nation and the Williams Treaty signed with multiple Mississauga and Chippewa bands.

We also acknowledge all Treaty peoples including those who came here as settlers, as migrants either in this generation or generations past, and those who came here involuntarily, particularly forcibly displaced Africans, brought here as a result of the trans-Atlantic slave trade and slavery.



INSIDE

- 4 Honouring our legacy
- 5 Eva Smith and our history
- 5 Guiding principles
- 6 A message from the Smith family
- 7 Youth voice: Trust leads to growth for youth at Eva's
- 8 Data speaks: Over-representation in the shelter system
- 10 From our Board Chair and Executive Director
- 12 Youth voice: Finding the right song led to a musical future
- 13 Staff voice: How we help young people in our emergency shelters
- 14 Recognizing the team at Eva's
- 17 Staff voice: Anti-oppression training vital for youth
- 19 Staff voice: The journey to find affordable housing
- 21 It's more than the numbers: Heightened, more complex needs among youth experiencing homelessness
- 24 Financials
- 26 It's all about community
- 28 Celebrating our equity journey at Eva's
- 29 Board members
- 30 Our vision for the future



Visit evas.ca to access our Digital Annual Impact Report.

HONOURING OUR

LEGACY



Eva's serves all youth using anti-Black racism and anti-oppression lenses, placing intentional emphasis on meeting the needs of Black youth. The social services sector has historically and continually underserved and marginalized Black youth.

⤴ Groundbreaking at Eva's Place

∨ Eva Smith



Eva Smith and our history

Eva's Initiatives for Homeless Youth was founded in 1989 by Eva Smith under our original name, North York Emergency Home for Youth.

A trailblazer, Eva shed light on hidden youth homelessness, showing decision-makers the scope of the problem and rallying supporters to do something about it. She demonstrated that adult shelters were missing the specialized supports youth needed to avoid chronic homelessness.

Although Eva passed away in 1993, her spirit lives on. In 1994, one year after her death and five years after the founding of the organization, Eva's Place, the first physical shelter for young people was established. In 2001, the name of the organization changed from the North York Emergency Home for Youth to Eva's Initiatives for Homeless Youth.

Today, Eva's serves hundreds of young people every year, offering a unique combination of safe shelter and housing, counselling, training, and life skills programs.

Eva Smith was a Jamaican immigrant, activist, and Black community leader whose heart was drawn to our city's young people.

Our guiding principles



We are a **reflective, learning** organization



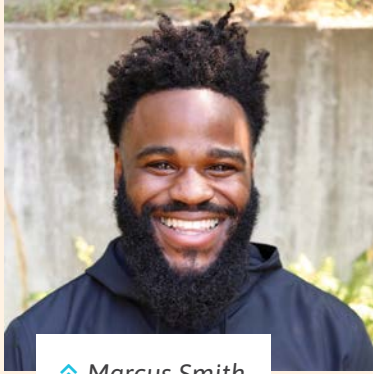
We put **young people** at the **centre**



We are **relationship** focused



We have a **justice-doing** approach



⤴ Marcus Smith

A message from the Smith family

Team,

In 2021–22, the COVID-19 landscape called on the Eva’s team to again navigate the unknown and focus on conquering uncertainty. You continued to champion young people, helping them build brighter futures.

We extend our sincere thanks and appreciation to the incredible Eva’s team for your hard work over the past year. You not only provided one-on-one support to young people each day, but also continued to push for system change in an effort to end the cycle of homelessness.

The last year focused heavily on building out the equity infrastructure at Eva’s. This work is setting the organization on an important path forward where equity, diversity, and inclusion and anti-racism and anti-oppression frameworks are being embedded throughout the organization. This work is critical to meeting the needs of the young people at Eva’s.

We see the intentionality behind the work and are behind the vision for the future direction of Eva’s.

With open arms,

Marcus Smith

Eva Smith’s grandson—shared on behalf of the Smith family

With the continued work here at Eva’s, there is one thing that is certain—
“What hurts one of us, hurts all of us.”

—Eva Smith

About Eva’s

Eva’s consists of four sites located across Toronto, housing 181 young people, aged 16 – 24, each night.

Eva’s provides shelter, transitional housing, and health and well-being programming to help youth experiencing or at risk of homelessness in Toronto. Our expert staff help young people in need reach their potential and lead fulfilling, healthy lives.

Eva’s was founded in 1989 by Eva Smith, a Jamaican immigrant, advocate and activist.

At Eva’s, we help young people move from crisis to stability with the ultimate goal of transitioning to independence. We work with each young person to help them develop an achievable action plan, attain their goals, and build strong community connections.

Our programs are open to all youth and are culturally responsive and trauma informed to meet the unique needs of Black youth.

TRUST LEADS TO GROWTH

for youth at Eva's

Stuart has wise advice for youth who come to Eva's: believe in yourself and trust in the support that's being offered.

When Stuart walked through the doors of Eva's Place, he felt lost and didn't trust anyone. He had limited family supports and community connections and came to Eva's for a fresh start.

"I got a lot of support from Eva's staff. They showed respect right from the start and helped me focus on my goals, attend doctor's appointments, and provided emotional support when I was going through hard times. They were very involved in helping me get my life on track," said Stuart.

"The staff takes the time to reach out to each person and strategize how to implement goals and structure for their life, whether it's housing, work, or mentoring."

During his time at Eva's, he gradually opened up to his youth worker and other youth.

"Eva's is a place where a person can definitely be themselves and grow. It's a place of freedom, where you can express your individuality."

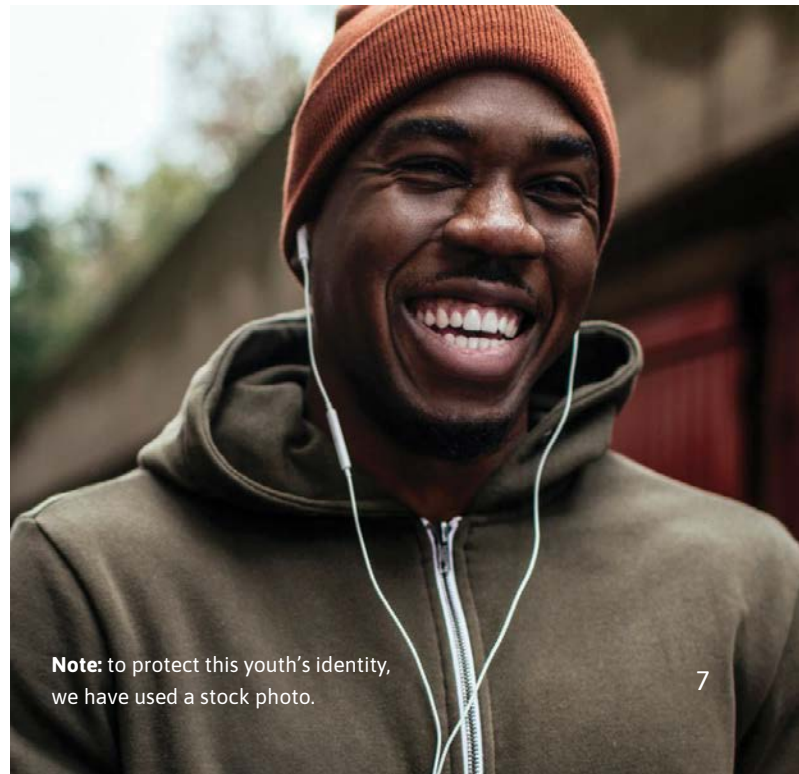
—Stuart, former Eva's Place resident

Stuart participated in movie nights, spring planting, community walks, and played board and card games with other youth. In time, he began to let his guard down and receive the love and support coming his way.

Being able to trust other people helped Stuart move forward in his life, including finding housing and employment. "With reminders and emotional support, I was able to stay focused on what I needed to do," he said.

Today, Stuart has his own place and says he is more stable than ever. He's looking for a job and keeps in touch with some of the youth he spent time with at Eva's.

"I learned that people are on my side and are believing in me. That, along with believing in myself, helped me achieve my goals."



Note: to protect this youth's identity, we have used a stock photo.



DATA SPEAKS

Over-representation in the shelter system

In December 2022, Eva's conducted a youth survey.

The survey confirmed what we had come to know anecdotally via our intake experience: **there is an over-representation of Black, newcomer, and 2SLGBTQ+ youth accessing services at Eva's.**

About the survey

112 youth completed the survey, with a 97% completion rate. This survey data includes results from our two emergency shelters (Place and the Satellite Hotel) and transitional housing site (Phoenix). This data doesn't include the youth in our YOUth Belong program, where 100% of the youth self-identify as Black. This is a moment in time snapshot of the youth seeking our services at that time.

The legacy of **colonialism** and **anti-Black racism** that exists throughout different systems results in the **over-representation** of **Black youth** among young people at risk of or experiencing homelessness.

51%

of youth who participated in the survey self-identified as **Black**

As compared to 9% of Torontonians who self-identify as Black

82.5%

Self-identified as **racialized**

24%
of youth self-identified as 2SLGBTQ+

According to a recent Toronto-based study, the number of 2SLGBTQ+ youth living in a public space, vehicle or vacant building **increased from 13% pre-pandemic to 33%** since the pandemic began.

46%

of youth at Eva's who self-identified as 2SLGBTQ+ **also** self-identified as **Black**

73%

of youth at Eva's who self-identified as 2SLGBTQ+ **also** self-identified as **racialized**

Issues such as **racism, discrimination, homophobia and transphobia intersect**, significantly impacting youth with multiple identities.

25%

of youth self-identified as a refugee/refugee claimant

Of these individuals

90%

self-identified as **Black**

100%

self-identified as **racialized**

As war, human rights abuses, and environmental disasters continue internationally, we have come to see **more and more youth who identify as refugees or refugee claimants** seeking support from Eva's upon arriving in Canada. This is a new trend that we will continue to monitor in order to ensure we are delivering the most relevant supports to these young people.



⤴ Aisha Francis

From our Board Chair and Executive Director

To our staff, volunteers, donors, and community of supporters:

On behalf of the Board of Directors and Senior Leadership Team, we would like to extend our deep thanks for all you have done to support the young people we served over the last year.

A message of gratitude to our front-line team

In looking back on the year, we reflect on the continuing impacts of COVID-19, the opioid crisis, the worsening affordable housing situation in the city, and the ongoing impacts of systemic and structural anti-Black racism. In the work we do, these crises continually intersect and take their toll on the mental and physical health of our staff.

One of the most difficult times at Eva's this past year occurred in September 2022. We were unable to continue offering our Family Reconnect program. This program served as a key piece in our trauma-informed, culturally responsive clinical approach.

It was a difficult year, but despite challenges, Eva's staff continued to centre the needs of young people. With this in mind, we would like to acknowledge the commitment and dedication of all Eva's staff—especially those on the front lines, who are supporting young people, 24-hours a day, 365 days a year. Thank you.



⤴ Louise Smith

🏠 Visit evas.ca to access our digital annual impact report.

Moving forward on our equity journey

We made great strides in the area of equity, diversity, and inclusion (EDI) in 2021–22. We shared the findings from our equity audit with staff, launched an equity committee, began work on an organizational equity framework, and held sharing circles and healing spaces for staff.

Eva’s has gone through many changes during our long history, as we adjust to our environment and the needs of young people. **We are on a path to intentionally support the specific needs of Black youth experiencing homelessness.**



To learn more about how we continue to embed equity, diversity, and inclusion into our work, go to page 28.

Building our Senior Leadership Team and Board of Directors

We welcomed several new members to our Senior Leadership Team over the past year. In addition to strong competencies in their fields, our new leaders bring demonstrated experience in equity, diversity, and inclusion and a focus on supporting the needs of Black youth.

We also continued our Board recruitment efforts in 2021–22, with the retirement of seven members and the addition of four new members.

Completing our Board governance review

We proudly acknowledge that Eva’s is a Black legacy organization inspired by Eva Smith’s history of activism. Our work in support of our EDI goals and governance review process will help set the stage for Eva’s strategic planning exercise, which will start in the spring of 2023. We will centre Eva Smith’s legacy and our core organizational principles in the work as we strive to help young people build brighter futures.

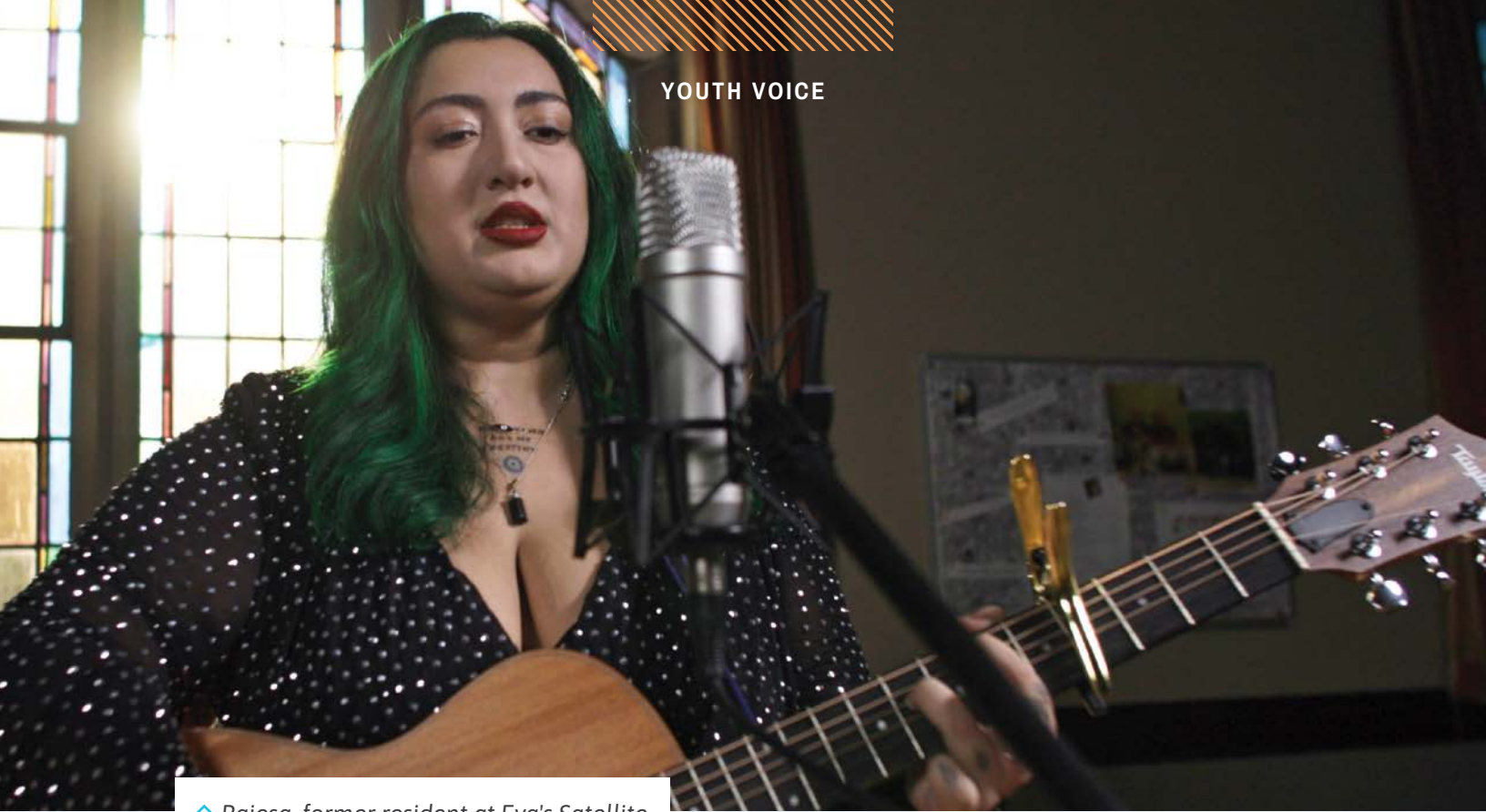
A vision for the future

We are committed to change at Eva’s, and this last year has shown us all that we can achieve when we stay committed to our purpose.

Thank you for your support of this important work.

Aisha Francis
Chair,
Eva’s Board of Directors

Louise Smith
Executive Director,
Eva’s Initiatives for Homeless Youth



⤴ Raiesa, former resident at Eva's Satellite

FINDING THE RIGHT SONG led to a musical future

As a teen, Raiesa lived in a group home and experienced an abusive situation where she was given drugs and trafficked. “There would be days at a time that I would go missing and no one checked up on me,” she says.

Thankfully, a guidance counsellor at Raiesa’s school stepped in and found her a place at Eva’s Satellite, one of our emergency shelter sites. “It changed my life,” says Raiesa. “Before, so many people were trying to take advantage of me. Eva’s was the exact opposite,” she adds. In addition to finding safe refuge, Raiesa found caring 24/7 support that helped set her on a new and hopeful path. After hearing her sing at an open mic night at Eva’s, the staff encouraged Raiesa to pursue her dream of becoming a performer.

Today, Raiesa is living in her own apartment, performing her music three nights a week, and enjoying the stability she always longed for. “If I didn’t go to Eva’s, I wouldn’t be here,” says Raiesa.

“I want other young people to know that you can turn your story around. There’s always hope.”

▶ To hear more of Raiesa’s story in her words watch the full video on our YouTube channel at youtube.com/evasinitiatives.

HOW WE HELP YOUNG PEOPLE IN OUR EMERGENCY SHELTERS

Providing individualized, immediate supports to youth

For youth experiencing homelessness, the journey from chaos and crisis to stability often starts at one of Eva's emergency shelter sites. At both Eva's Place and Eva's Satellite Hotel, youth receive immediate support day and night from our expert staff. We spoke with Helder, Senior Site Manager at Eva's Place, to learn about the current conditions there.

"We're seeing youth coming from child welfare, sometimes the criminal justice system, the hospital, the airport, or the street," Helder said.

"Regardless of what brings a young person to our doorstep, our staff work with them from a place of empathy and care."

✓ *Helder Costa, Senior Site Manager at Eva's Place*



Our emergency-based shelter programs offer a safe and reliable environment for youth in need. We meet the youth's urgent food and shelter needs while also helping them stabilize through a focus on their health and well-being. Once youth have stabilized, they can begin to think about their next steps like finding housing and employment.

"For some youth, it's an opportunity to share what they're going through and what's brought them through our doors," Helder said. For others, their needs may be more intense, like needing referrals to hospitals, therapy, safety planning, and everything in between. "The key is to have places like Eva's that can bridge the gaps, offer one-to-one support, and build partnerships in the community that support young people."

COVID-19 has placed additional strain on our staff and the young people we support as they became disconnected from their friend groups and community. We are seeing increased mental health challenges and substance use among the youth, and staff are rising to the challenge. "We focus on working with youth where they're at in the moment, supporting their emotional well-being," Helder says.

"We have good days and hard days, but nevertheless, we show up every day, and we're still here. At the end of the day, we're a team, and this is what we're here to do."

RECOGNIZING THE TEAM AT EVA'S

“As an organization, there is a lot of collaboration, innovation, and creativity at Eva’s.”

—Troy Logan, Housing Manager



⚡ The Operations Team



⚡ Annik from YOUth Belong, Leanne from Eva’s Place and Eva’s Phoenix, and Natalie from Eva’s Phoenix

✓ Tasha, Monique, and Sophia from Eva’s Satellite Hotel Program



∨ Elise from Eva's Phoenix



∧ Vanessa from Eva's Satellite Hotel Program



∧ Jonathan, Dalton, and Angel from Eva's Print Shop

“My passion is working with young people. There was a connection with Eva's from the beginning. It felt like a calling for me, the impact that I can have on young people.”

—Helder Costa, Senior Site Manager, Eva's Place

∨ Genesis, Ocheann, and Annik from YOUth Belong

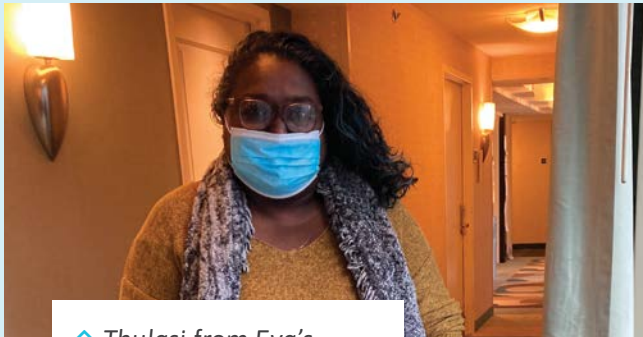


∧ Fereshteh from Eva's Place

✔ Jeff, Jennifer, and Rochelle from the People and Culture Team



✔ Natalie from Eva's Satellite Hotel Program



✔ Thulasi from Eva's Satellite Hotel Program

“The workers that we see at Eva’s or anywhere in social services are there because they want to help; there’s a lot of us and that’s really positive. A large number of people are doing what they do to help a part of society that’s not being seen or is not being heard.”

—Ruth Shumie, Housing Worker



✔ The Senior Leadership Team

« Natalie, Program
Facilitator at Eva's Phoenix

ANTI-OPPRESSION TRAINING VITAL FOR YOUTH

The youth we serve at Eva's learn about systemic barriers.

Youth experiencing homelessness are more likely to be Black, Indigenous, racialized, 2SLGBTQ+, newcomer, and/or immigrant youth. According to a 2021 Toronto Street Needs Assessment, 78% of youth experiencing homelessness identified as a member of a racialized group; 43% identified as Black.



If any population needs to know about anti-oppression, it's the young people we help move from crisis to stability.

"It's inevitable that [the youth at Eva's] experience systemic barriers. Our anti-oppression workshop walks them through concepts like privilege, social capital and intersectionality so they can recognize vulnerabilities in others and barriers for themselves and learn how to navigate oppressive systems," said Natalie, Program Facilitator at Eva's Phoenix.

The workshop defines oppression in all its forms—and its effects on one's physical and mental health, well-being and sense of inclusion in society. While this information is vital, Natalie also makes sure she provides equal parts inspiration.

"I try to show examples from the news of marginalized individuals who have fought back. We talk about how to fight the system and the youth get very inspired," she said.

One of her most stirring examples is the story of a Black man who successfully sued an Ontario-based police service for racial profiling.

"The youth are always amazed by this story. They see that you can actually fight the system that's trying to oppress us. We want them to feel empowered to navigate through systemic barriers," said Natalie.

The workshop wraps up with information on their rights and resources to help youth identify and access safe spaces. "We teach them how to find community services and show them where to learn more about their rights as a young person."

Natalie says all programming at Eva's Phoenix is approached with an anti-oppression lens.

"With everything we do, we talk about being mindful of identities, abilities, and learning how to build a supportive network to help cope with and navigate barriers of all kinds."

By the time they reach Eva's, youth have likely experienced direct racism and discrimination and have been affected by inequities in child welfare, education, employment, health care, justice, and housing systems.

THE JOURNEY TO FIND AFFORDABLE HOUSING

Accessing affordable housing in Toronto is a challenge for most people. For Black youth, it comes with additional obstacles.

“Young people are struggling to secure a lease and rent is incredibly high for everyone. It doesn’t help when, for many different reasons—sometimes barriers and discrimination around their age, ethnicity, lack of references, or sources of income—a lot of landlords pick and choose who they will rent to,” said Linda, an Eva’s Housing Support Worker.

She works in our YOUth Belong (YBH) program for Black youth experiencing homelessness or precarious housing. The program provides participants with housing in a community setting with staff support.

Staff like Linda help Black youth navigate the structural and systemic barriers they are experiencing when attempting to find stable housing in Toronto. As part of the YBH program, young people have access to a housing worker, life skills and financial literacy support, counselling and education, and employment programs.

“It’s very important for young people to know their rights and the supports and resources that are available. They have access to grants and bursaries, furniture banks, food banks and more. A lot of times, youth aren’t aware of what’s available in the community.”



⤴ Linda, an Eva’s Housing Support Worker

Housing support workers also accompany young people on viewings and act as references. “Some landlords try to manipulate and take advantage. There have been scenarios where landlords ask youth for all these little things to pay, such as a deposit for a key or paying three months’ rent up front, even when I’m with them, and I have to step in.”

Throughout the YBH program, youth are learning how to navigate the housing system, advocate for themselves and connect with resources when they need additional help.

“Over time, young people become more confident that if something comes up, they know how to handle it, or they know the places they can call to get extra support or information.”



IT'S MORE THAN THE

NUMBERS

Heightened, more complex needs among youth experiencing homelessness



In 2021-22, we supported 26% less youth across our sites, year over year, despite an increase in our bed count from 157 to 181 beds.

The average length of stay at our Satellite Hotel, one of our emergency shelter sites, is nine to 12 months. All of our sites are full each night, with occupancy rates averaging 98%.

766

youth found shelter and safety at Eva's this year:

373

at Place

84

at YOUth
Belong

102

at Eva's
Phoenix

207

at Satellite

Learning: These decreases represent a trend in the youth shelter system, in which a lack of access to affordable housing, the higher cost of living, and more complex needs are resulting in more youth staying with us longer.

How do we move forward? We are looking at solutions like community-based housing options, roommate-based living, and partnerships with other service providers to help young people transition to independence with a sustainable plan.

Higher employment outcomes among the youth we support

117

youth received employment supports through our YSEP program

78

youth gained employment through our YSEP program

Learning: In 2021–22, there was a 169% increase year over year in the number of youth who gained employment through our Youth Succeeding in Employment Program (YSEP) at Eva’s. This increase can be attributed to the changing circumstances around COVID-19. Over the last year, COVID-19 restrictions loosened, allowing businesses across multiple sectors to begin hiring again. In addition, Eva’s was able to increase the size of the cohorts for YSEP, which allowed us to support more youth with their employment goals.



🏠 Youth at YOUth Belong

Strong outcomes in YOUth Belong, our transitional housing program supporting Black youth

13 young people moved into independent housing and were offered follow-up supports

84 young people received housing bursaries



Learning: In 2021–22, there was a 65% increase in the number of youth who obtained housing bursaries through our YOUth Belong program. 84 youth received housing bursaries this year compared to 51 last year. This increase reflects an expansion of the program. It also highlights the results of consistent and strong efforts by the YOUth Belong team to create partnerships with landlords, support youth with acquiring their own leases, and educating youth on the current state of housing within Toronto, including how to spot red flags within the rental market.

🏠 To learn more about how we support youth through Toronto’s affordable housing crisis, go to page 19.



✓ Eva's Print Shop



Eva's Social Enterprise leading to social Impact

The number of youth who participated in Eva's Graphic Communications and Print Training program

doubled

25

Youth graduated from Eva's Graphic Communication and Print Training program

Learning: Eva's Print Shop is a full-service digital printer that supports youth experiencing or at risk of homelessness with training opportunities and meaningful work in the graphic and print sectors. We reinvest every dollar made into shelter, food, and health and well-being support for the youth at Eva's.

In 2021-22, the number of youth who participated in Eva's Graphic Communications and Print Training program doubled through our partnership with the Centre for Young Black Professionals and Eva's stipend support.

This year the Print Shop also saw **increased revenue of \$16,000** compared to the year prior. Thank you to all those who have supported our social enterprise by sending your print projects to the Print Shop or ordering our holiday card collection.



To learn more, visit evas.ca/blog/new-print-shop-website.

FINANCIALS

Responding to heightened needs and investing in our equity, diversity, and inclusion work

The last fiscal year has been a challenging one for our organization financially. The Canada Emergency Wage Subsidy (CEWS) ended in 2021–22, and that, combined with higher operating costs, necessitated a deficit budget.

Understanding our deficit budget

We operated the 2021–22 fiscal year with a deficit of \$2 million.

The deficit can be attributed to the following factors:

- ✓ Our organization's expenses increased year over year by \$700,000. Shelter services and program delivery costs increased with inflation, and we expect these rising costs to carry over into subsequent years.
- ✓ We prioritized funding the development of our equity department and made additional investments in our administrative team's capacity and infrastructure. These investments are critical as we continue to build out culturally responsive programming that centres the needs of Black youth.

Our Board and Senior Leadership Team made the decision to operate the year in a deficit position with the understanding that this is a vital short-term solution to meet the heightened, immediate needs of young people experiencing homelessness.



30%

Our donors provided 30 per cent of the total revenue for this 2021–22 year, and a breakdown of the donation streams received is included in the accompanying charts. We are incredibly grateful to our donors for their generous support.

Thank you.


The purpose of our Board reserve

Eva's ended the 2021–22 fiscal year with a designated Board reserve of \$1.42 million, which is the same as it was in 2020–21. The purpose of the reserve is to build and maintain an adequate level of unrestricted net assets to support Eva's daily operations in the event of unforeseen shortfalls. It may also be used for one-time non-recurring expenses to address unexpected expenditures.

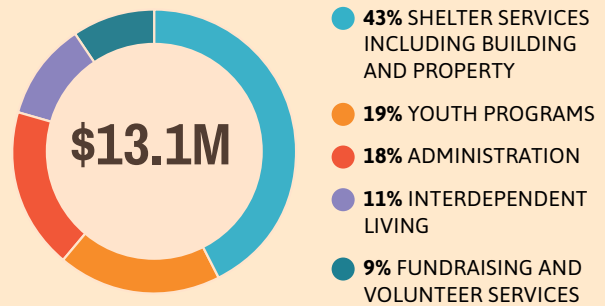
Planning for the future

We are committed to ensuring financial sustainability for years to come as we recover from the pandemic and remain resilient in the face of future challenges.

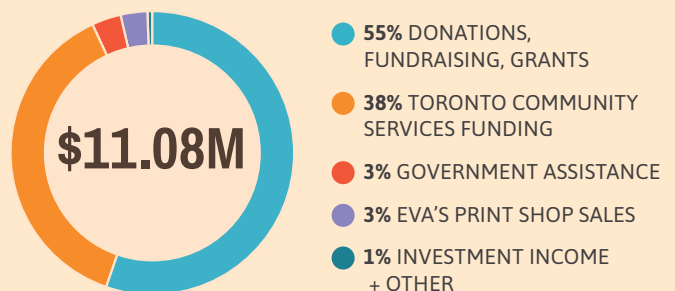
When budgets are squeezed, the response is often to default to funding only immediate basic needs. At Eva's, we are returning to a balanced budget without jeopardizing the culturally responsive and identity-focused wrap-around supports vital to addressing systemic barriers youth face. Together, with our community of supporters, we will continue to build pathways out of homelessness.

 For Eva's full, audited financial statements, visit evas.ca.

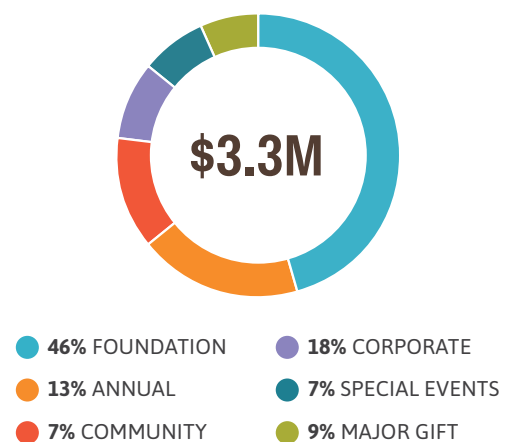
Expenses



Revenue



Sources of Donations



IT'S ALL ABOUT

COMMUNITY



Since Eva Smith first began her journey as an activist in Canada, bringing together and celebrating community was critical to her work. Thank you to our incredible community for doing the work together with us this year.



“I know the history behind Eva Smith and her intentionality around serving Black youth. One of the main reasons we chose Eva’s [as our charitable recipient] was that we knew they were intentional about serving Black youth.”

—Breanna Phillip, Founder, Curlz and Convos



“Our vision is for individuals and communities to be healthy, confident, inspired, and successful. Eva’s shares our values and drives our mission forward by providing housing and wraparound support to many young people in Toronto and the GTA. Together, we are building healthy futures for youth.”

—Alyse Bernbaum, Executive Director, Aubrey & Marla Dan Foundation



“This past year, we started a mentorship program with Eva’s to create career opportunities for youth at Eva’s who have shown interest in our industry. We could not have successfully launched this program without the help of Eva’s, and we are excited to create more opportunities for other individuals moving forward.”

Paul Jansen, President of Jancon



“I appreciate the opportunity to work with social purpose service providers, and I value how Eva’s encircles young people with care at a critical moment in their lives. We all need to play our part in bolstering the next generation—they deserve and need it and we all benefit.”

—Andrea Gunraj, Vice President, Public Engagement,
Canadian Women’s Foundation

Celebrating our equity journey at Eva's

June 2019: We began to gradually and intentionally diversify our Board of Directors with the recruitment of new members.

May 2021: We launched an organizational equity audit. This holistic process focused on reviewing all aspects of our organization using an anti-Black racism lens.

February 2022: We shared the equity audit report with staff. Our Board and Senior Management Team accepted all the findings and recommendations outlined in this report and began developing a work plan to act on the recommendations.

February 2022 – ongoing: We began holding affinity groups, sharing circles, and other healing and employee engagement sessions with staff to unpack the equity audit report.

May 2022: We launched our internal equity committee.

February 2021: We developed a Board equity committee to centre equity in the governance, operations, and strategic priorities at Eva's.

December 2021: We increased senior leadership capacity on equity and anti-Black racism, with the development of our equity department.



⚡ Eva's Equity team: Jacquie, Shequita, and Kelly-Ann

March 2022: The Board completed a governance review led by a consultant with expertise in anti-Black racism and anti-oppression.

Values and principles informing our equity work

- ✓ Critical race theory and analysis
- ✓ Africentric values and modalities
- ✓ Decolonization practices and processes
- ✓ Anti-oppression and anti-racism frameworks
- ✓ Unpacking interlocking systems of oppression
- ✓ Harm reduction

2021–22 Board of Directors

This listing reflects our membership as of September 30, 2022.



For an updated listing of our Board of Directors, visit evas.ca/about-us/board-of-directors.

BOARD MEMBERS

Aisha Francis, Chair, Director, KAIROS

Jessica Hardy-Henry, Vice-Chair, Vice-President Legal Council, Office of the General Counsel and Board Secretariat at Toronto Metropolitan University

Stephen Redding, Treasurer, Managing Director, Corporate Banking, CIBC

David E. Witkowski, Executive Secretary, Lawyer, Torkin Manes LLP

Louisa Benedicto, Executive Committee, Senior Vice President, Hays Specialist Recruitment Canada

Bethel Woldemichael, Nominations and Governance Committee, Senior Consultant, Equity and Human Rights, City of Toronto

Michelle Wagner, Finance Committee, Director, Finance & Operations, IFSE Institute

Nadine Watson, Nominations and Governance Committee, Employment Lawyer, McDonald HR Law

HONOURARY BOARD MEMBERS

Ed Smith & Edeva Smith

HONOURARY PATRON

Gerald W. Schwartz, Founder, Chairman & CEO, Onex Corporation

EX-OFFICIO

Louise Smith, Executive Director, Eva's Initiatives for Homeless Youth

RETIRED 2021–22 YEAR

Adrian Ishak, Senior Corporate Counsel, Salesforce

Dr. Andrew Brown, Vascular and Interventional Radiologist, St. Michael's Hospital Assistant Professor, University of Toronto

Bill Furlong, Commissioner, Ontario Securities Commission

Christopher Stevens, Director, TD Securities

Graeme H. Young, Past-Chair, Senior Vice President, Colliers International Company

Rachael Carswell, Director, Digital Experience, Strategy and Corporate Development, RBC

Vicki L. Rodgers, Chief Financial Officer, York Heritage Management

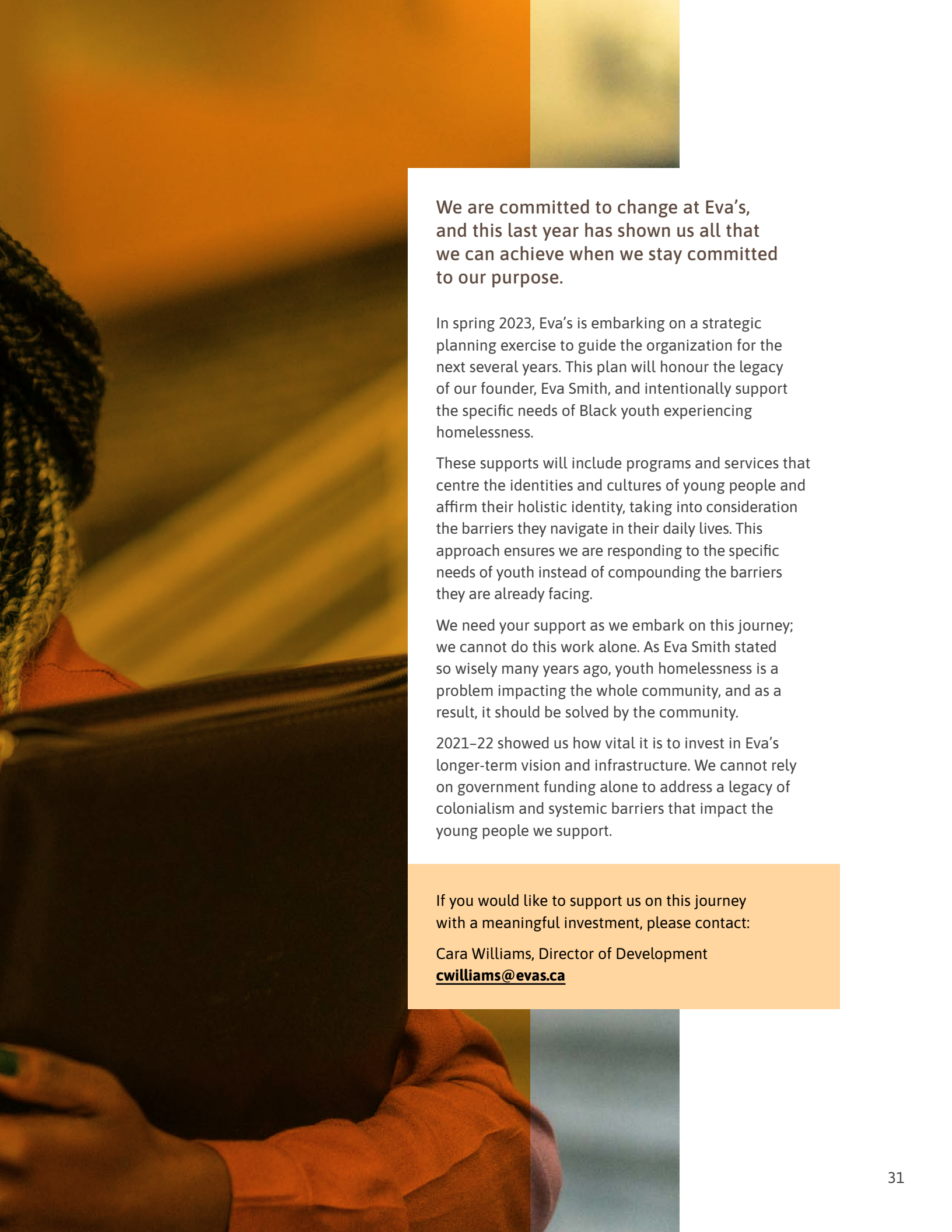
Thank you to Su L. Taylor, Board member from 2018 to 2021.

Su Lin Taylor passed away in October 2021. Su joined Eva's Human Resources Committee in 2016 and then became a Board member in 2018. Su gave so much to Eva's: her passion, expertise, time and support were a reflection of her dedication to Eva's. Her kind heart and thoughtful wisdom will be missed. Thank you, Su, for your passion for the cause and dedication to the young people at Eva's.

OUR VISION FOR THE

AUTURE





We are committed to change at Eva's, and this last year has shown us all that we can achieve when we stay committed to our purpose.

In spring 2023, Eva's is embarking on a strategic planning exercise to guide the organization for the next several years. This plan will honour the legacy of our founder, Eva Smith, and intentionally support the specific needs of Black youth experiencing homelessness.

These supports will include programs and services that centre the identities and cultures of young people and affirm their holistic identity, taking into consideration the barriers they navigate in their daily lives. This approach ensures we are responding to the specific needs of youth instead of compounding the barriers they are already facing.

We need your support as we embark on this journey; we cannot do this work alone. As Eva Smith stated so wisely many years ago, youth homelessness is a problem impacting the whole community, and as a result, it should be solved by the community.

2021-22 showed us how vital it is to invest in Eva's longer-term vision and infrastructure. We cannot rely on government funding alone to address a legacy of colonialism and systemic barriers that impact the young people we support.

If you would like to support us on this journey with a meaningful investment, please contact:

Cara Williams, Director of Development
cwilliams@evas.ca

THANK YOU FOR ALL YOU'VE DONE
SO FAR TO HELP MOVE THIS WORK
FORWARD. WE LOOK FORWARD TO
CONTINUING THIS JOURNEY

TOGETHER

Eva's Initiatives for Homeless Youth

401 Richmond St W., Suite 245
Toronto, ON M5V 3A8
416-977-4497

communications@evas.ca

Charitable Registration Number:

13223 9013 RR0001



evas.ca



Eva's was recognized by Charity Intelligence as one of the Top 10 Impact Canadian Youth Charities of 2022.



This annual impact report was printed by Eva's Print Shop. To find out more about the services available at the Print Shop, visit evasprintshop.ca.