IFARADA
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Annual Report

Promoting healthy families, embracing equity and celebrating diversity, cultivating resilience

A MEMBER OF THE FAMILY SERVICE ONTARIO



Executive Summary

The global pandemic caused by the coronavirus (COVID-19) changed the structure, routines, and landscape of “life” as we knew it. At the time of the pandemic, our organization was initially starting to support students in high school and elementary school. However, by April 2020, our organization expanded quickly to offer services in response to the pandemic. Our ability to transition was supported by our leadership and team who collaborated to develop online programs that met the needs for our community. Furthermore, anti-Black racism and inequities experienced by the pandemic were key issues that resulted from the pandemic. Our organization possessed the knowledge and expertise to address these issues. In 2018, Ifarada was born with an emphasize on serving the population with a holistic, culturally relevant and trauma-informed lens. Three years later, Ifarada continues to focus on these principles with exceptional results. We are grateful to our team for their commitment and dedication to our organization, our mission/vision, and for setting an example. We are further blessed with the opportunity to support our community in this way, from mental health support, education and learning, mentorship and career development. Over the next year, we are committed to continue this journey, expand our community reach, and enhance our skills and expertise. This report demonstrates how achievements and plans for our upcoming year. We welcome your thoughts and feedback. With gratitude and appreciation.

Nicole Perryman

Nicole Perryman, Executive Director

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Principles and Philosophy

Ifarada is a non-for-profit organization designed to support holistic care, mental wellness and community enrichment.

Our Mission

Enrich, guide and mentor the lives of children, youth, and their families through a trauma-informed, culturally relevant and holistic healing.

Our organization is founded on ancestral knowledge created by leaders and elders of our past. We acknowledge our connection with the spirit, faith, and spirituality. We recognize the impact of intergenerational trauma brought upon by systemic oppression, racism, and colonization. To heal, we incorporate our history, our spiritual self, our experience of trauma, and cultural practices, new and old, to create stronger people, stronger families, and stronger communities.

Our Vision

Promote healthy families, embrace equity and celebrate diversity, and cultivate resilience

Ifarada, means youth resilience and is an active part of our vision to cultivate resilience which exists within all of us. We believe in families, and we believe in their resiliency to support their family and build healthy generation through guidance and support. We further understand the impact of systemic racism, and strive to ensure our programs, services and staff team fully embrace and incorporate equity and diversity within the organization.



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Our Strength

We value the harmony that exists within our body, mind, and spirit. Through the use of holistic healing, we build our strengths, empower our visions, and spark motivation to achieve our outcomes. Our work is centered around culturally informed practice and is rooted in equity and inclusion.

Our Values

We aspire to support individuals, families and communities to demonstrate their power through healing, empowerment, resilience, and opportunities.

Programs and Services

Counselling

Our counselling approaches focus on holistic programs for eligible families who meet the criteria for services. Our counsellors and psychotherapists are graduate-level interns and certified through regulating bodies. We offer a range of counselling programs include: psychotherapy, individual, couples therapy, and family therapy.

Group Programs

Programs designed to support change using the power of connection and support. We have a rich array of therapeutic group programs for children, youth, adults and families.

Mentorship

Our young people need mentors that look like them, and demonstrate success for them. Whether it is an individual program, or group program, our mentorship is designed to support our young people achieve the goals they wish for their lives.

Outreach

Our outreach program is appropriate for parents, guardians, caregivers and youth who are struggling in areas of their life. The program focuses on providing in-house or immediate support to identify the pressing needs in the family or with the individual. Following this, we provide crisis intervention and solutions that help to address the challenge, and develop a plan to sustain change within the family.

Education

We believe by educating our youth and building their confidence in their voice, their expertise and their experience we can then develop youth who can create better outcomes for their future generation. Education Leadership focuses on key themes such as civic engagement, advocacy, leadership programs, mentorship, knowledge and development programs.

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Funding

In 2020-2021, Ifarada received funding from the following resources. The funding was used to deliver much of the programing for Ifarada over the year.

1. CanadianRedCross:$66,000
a. HygieneKits–hair,giftcards,books,andothersuppliesdeliveredtofamilies
b. Stafftrainingandconsultations-monthlyaccesstowebinartrainingandexpert professionals, access to virtual online platform, and supervision.
c. Counselling- individual, family and couple counselling for youth and adults experiencing distress as a result of the pandemic
d. GroupPrograms-youthandadulttherapeuticgroups(i.e.,4-8weeks) heldvirtually,and weekly reviews with parents, caregivers and guardians

2. PublicSafetyCanada
a. StopNowandPlanTraining
b. SNAPMaterials,booksandtoys

3. PrivateDonation:$50
a. Counselling-provided to an individual receiving counselling through the organization



Strategic Highlights

In 2019/2020, we developed partnerships with a local high school and elementary school to offer group programs to Black students experiencing racism in school. Through this program, we reached 24 Black girls and 15 Black males.

In 2020, we began working with the Child Development Institute to develop a SNAP® program for children and their parents with behaviour and socio-emotional difficulties.

In 2020, we received funding from the Red Cross to provide free counselling and group programs to children, youth and adults. We trained 12 staff team members, offered over 1500 hours in virtual counselling, and facilitated 12 support groups reaching over 100 individuals.

In July 2020, we secured funding to host psychoeducational workshops for Black parents, caregivers, and guardians. We served over 1000 individuals through live workshops, one-on-one support, and additional organizational resources.

April 2020 - August 2021 - we hosted over 10 virtual programs such as Kusoma Reading Circle, Virtual Spring and Summer Camps, Askira Girls, Nia Gwenda, Oshun Women's Group, and Adrinkahene Boys Group.

We hosted over 20 students from disciplines: Yorkville University, Western, Waterloo, Wilfrid Laurier, and Durham College.

November 2020 - organized the Gift Project which provided gifts, hygiene supplies and food gift cards to children, youth and families.

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Program Outcomes and Reach

Nia Gwenda, Askira Girls & Anada Young Queens

Sessions focused on emotional regulation, culture and friendships, celebrating and accepting differences, self-esteem and body image, developing tolerance skills, togetherness, the importance of 'breath' in emotional regulation, building confidence, social and emotional skills

Kusoma Reading Circle

Started in July 2021 for children and youth who love reading and those who need encouragement to engage in the world of reading. Book choices focused on Black, Indigenous and other racialized authors that explored themes of belonging, community, mindfulness and Black identity

Oshun Women's Group & Queen's Unite

Women supporting women, women in workplace, impact of colourism, role-identity explorations. Supporting women who are parents, caregivers, guardians

Adrinkahene Young Men's Group

Provided tools to help with emotional intelligence, anger management and collaboration. understanding sex, healthy boundaries Male egos and stereotypes, understanding societal expectations for males

Parenting Programs & Tutoring

Established psychoeducation and supportive parenting groups for families. Our tutoring services for children and youth aged 3-18 was diverse in subject matter and offered value tools and techniques to better the students educational needs and goals.



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Nia Gwenda (9-13 yrs), **Askira Girls** (5- 8 yrs), **Anada Young Queen's Group** (adolescent)

- Reduced number of attendees from September 2020 due to family obligations and some attendees being involved in extra-curricular activities
- Sessions incorporated an increased use of artistic elements of self-expression including visual art
- Sessions incorporated therapeutic interventions such as Cognitive Behavior Therapy, Dialectical Behavior Therapy, Narrative Therapy, Expressive Arts Therapy
- Increased number of attendees for Anada Young Queen's Group!
- Sessions focussed on emotional regulation, culture and friendships, celebrating and accepting differences, self-esteem and body image, developing tolerance skills, togetherness, the importance of 'breath' in emotional regulation, building confidence, social and emotional skills

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Kusoma Reading Circle

- Started in July 2021 for children and youth who love reading and those who need encouragement to engage in the world of reading
- Book choices focussed on Black, Indigenous and other racialized authors that explored themes of belonging, community, mindfulness and Black identity
- Sessions to restart in September 2021 with a new selection of books written by BIPOC authors

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Oshun Women's Group (women empowerment), **Queens Unite** (women with children)

- Women supporting women, women in workplace, impact of colourism, role-identity explorations
- self-care, building and maintaining healthy relationships
- Supporting women who are parents, caregivers, guardians

Adrinkehene Young Men's Group (6- 10 yrs)

- Male egos and stereotypes, understanding societal expectations for males
- Emotional intelligence, anger management, collaboration
- Healthy relationships, understanding sex, healthy boundaries

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Parenting Programs + Tutoring

- Psychoeducation and supportive parenting group
- Virtual support for children and youth (3- 18 yrs) with tutoring in all subjects

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Sample 1: January to July 2021 Group Program Statistics



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Outcomes We Strive For

- **Service users** can easily access services, maintain no waitlist, high retention rates, and healthy desired outcomes
- **Enhance community members**' knowledge and understanding of the impact of systemic oppression within
- **Canadian institutions**, and the development of service providers and organization policies that actively assess and address inequity within its structure.
- **Advocate for change** within the communities and the broader system
- **Empower community members and partners** to become effective allies in change
- **Address trauma and mental health difficulties** through individualized counselling, and promotion of mental wellness and health.
- **Build a network of social and community support** for community members, particularly children, youth and families
- **Reinforce healthy relationships**, address violence against women, and reduce stigma and misinformation about abuse

Participants feel supported, and experience reduce social isolation

- Participants report having sources of community or professional support in which they can confide / receive advice
- Participants report feeling (1) heard/understood and (2) that their needs were met by program staff, volunteers and /or other participants
- Participants report feel less isolated
- Participants report being provided access to or information about available mental health supports

Participants gain a network of supports

- Participants report feeling safe in their personal relationships
- Participants report making new friends
- Participants report having one or more people they can turn to for help

Participants identity is strengthened

- Participants report greater self-worth
- Participants report a greater understanding of their culture and identity
- Participants report pride in their culture and identity

Participants have improved mental health

- Participants report decreased feelings of stress and anxiety
- Participants report and increased understand of their mental health and wellness
- Participants report learning to skills to address their mental health

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Specific indicators include:

1. Enhanced social, emotional wellbeing and cultural pride for Black Canadian families

a) Family members (children, youth, parents/caregivers) report increased connection to their culture (measured through all program offerings at the individual level)

b) Family members (children, youth, parents/caregivers) report increased pride I their culture

c) Family members (children, youth, parents/caregivers) report gaining a network of social supports

d) Family members (children, youth, parents/caregivers) report being connected to supports to meet their social and emotional needs

e) Family members (children, youth, parents/caregivers) report have one or more new people to turn to for help/guidance

2. Increase positive parenting skills, strategies and attitudes for Black Canadian families

a) Parents and caregivers report learning new parenting skills an strategies

b) Parents and caregivers report putting new learned parenting skills and strategies into practice

c) Parents and caregivers report increased confidence in their parenting skills

d) Parents and caregivers report better communication with children

e) Parents and caregivers report a strengthened familial bond

3. Improved mental health (reduced stress and anxiety) among Black Canadian parents and caregivers

a) Parents and caregivers report increased knowledge of community-based mental health program and resources

b) Parents and caregivers report decreased feelings of stress and anxiety

c) Parents and caregivers report accessing community-based mental health supports to meet their needs

4. Restoration of separated families

a) Family members (children, youth, parents/caregivers) report a “willingness” to forgive and work towards family reunification

b) Family members (children, youth, parents/caregivers) report improvement in one or more of the following areas:

i. Increased trust among each other

ii. Increased positive communication and understanding

iii. Increased sense of safety and stability

iv. Increased desire to engage in activities as a family

5. Increased supports for youth transitioning out of care – including family reunification when appropriate

a) Youth transitioning out of care report knowledge of community resources and supports available to help them meet their needs

b) Youth transitioning out of care report connecting to supports to support their independence

c) Youth transitioning out of care report gaining essential skills (cooking, cleaning, budgeting etc.) to support their independence

d) Youth transitioning out of care report increased confidence in their ability to live independently

e) Youth report being supported to reunite with family members

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Outreach

- Building capacity to service a larger population
- Nurturing partnerships with community members & organizations

Achieve Sustainable Resources

- Corefundingtomanagedailyoperations
- Increase capacity to meet the increased population

Organizational Development

- Enhancement of operational policies and structure that promote wellness, address systemic oppression, and build equity
- Enhanced leadership and Board structure

Journey

- Striving for accreditation and excellence in our approach, our work, and community engagement

Outreach

- Build capacity to service 2,500 people
- Build and nurture partnerships with organizations in the community
- Diversify referral sources
- Achieve desired outcomes for community and service users

Achieve Sustainable Resources

- Core program funding for 1-3 years
- Full and part time staffing resources
- Community spaces and virtual platforms to operate from
- Increase participation of Board Members
- Increase leadership and administrative support

Organizational Development

- Enhanced leadership and Board structure
- Access to superior monthly training for staff team
- Comprehensive onboarding structure for new hires
- Wellness support for staff team to address and prevent burnout and turnover
- Leader in organizational structure

Journey

- Maintain membership with Family Services Organization
- Embark on accreditation process 2024
- Operational Employee Assistance Provider
- Grounding in Indigenous and African-centered approaches

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For more Information and to contact us:

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