



YWHO Directory

of Community-Focused
Facilitators and Programs

THE EQUITY AND ENGAGEMENT TEAM FOR YOUTH WELLNESS HUBS ONTARIO (YWHO) HAS COMPILED A RESOURCE DIRECTORY.

THE GOAL OF THIS RESOURCE DIRECTORY IS TO HIGHLIGHT RECOMMENDED PROVIDERS THAT YWHO SITES CAN HIRE, FOR BOTH YOUTH PROGRAMMING AND ORGANIZATIONAL DEVELOPMENT, WHO EMBODY ANTI-OPPRESSION, ANTI-RACISM AND DECOLONIZATION IN THEIR OFFERINGS.

Our intention:

To ensure that all YWHO sites have relevant offerings for priority youth populations in their service areas, we have developed a resource directory of recommended facilitators, service providers and programs centering diverse and intersectional lived experiences.

Research shows the importance of creating programming that fosters a sense of belonging and engagement for youth.¹ For this reason, YWHO is actioning its anti-oppression value statement through this resource directory, to highlight providers who represent and bring diverse perspectives. Our aim is to increase engagement and safety for youth who continue to be under-represented.

“Without focused attention and intentional action to address health inequities, the system will continue to reproduce patterns that benefit the majority, while leaving behind those that are most vulnerable, further exacerbating health inequities. Anti-racism is an entry point to address all inequities, offering a strategic approach to reduce and eliminate all forms of oppression in the mental health system.”²

1. Youthrex. (2018). *Eight Promising Practices for Engaging Black Youth & Families in Homework Clubs / After-school Programming.*

2. Sarang, A., Ocampo, M., Durbin, J., Strike, C., Chandler, C., Connelly, J., Berkley, N., & Hanson, E. (2009). *How we do it: Across Boundaries' anti-racist, holistic, service delivery model.* Across Boundaries, Toronto.



We have provided a PDF copy of this resource directory for all sites to use.

We will be offering [an online version](#) that will continue to be updated.

How to use this resource:

1. Identify current programming priorities and needs
2. Review the list of recommended providers
3. Contact provider(s) from the list to determine availability and rate
4. Hire provider(s)

Facilitators and programs listed in this directory have all requested to be included. Each facilitator, program, and/or consultant’s capacity changes over time, therefore YWHO cannot guarantee availability. We recommend that you reach out to the provider(s) to discuss your programming needs, and determine their availability and rate.

If your YWHO site needs help identifying programming priorities, reach out to our equity and engagement team or your local implementation specialist.

A note about compensation:

We asked facilitators about their rates, and have included this information in the directory. Facilitator rates vary, ranging from \$75 - \$600 per hour or program length. We recommend compensating facilitators at their specified rate.

This resource directory was compiled because of a gap in in-house facilitators and programs that bring diverse perspective. Paying people fairly and justly is a necessary step toward bridging this gap in power and putting our words to action.

Practicing equity means appropriately compensating people for their knowledge, skills, and lived experience. This work takes time, effort and care. As Adrienne Maree Brown states, “what we practice at a small scale can reverberate to the largest scale.”³

3. Brown, A. M. (2017). *Emergent strategy: Shaping Change, Changing Worlds*. AK Press.

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Rima Athar



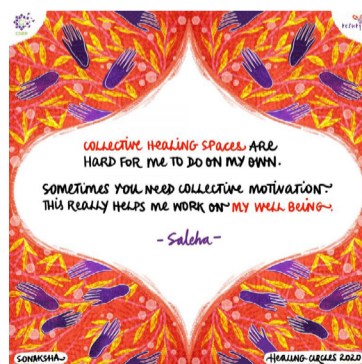
Rima Athar (she/her) supports girls and young women, as well as 2SLGBTIQ+ youth around the globe to cultivate their personal practices around wellness, and to strengthen their leadership skills. Her approach explores the realms of emotional, physical, mental, relational, and spiritual well-being, and tools for collective healing and social change. Rima brings mixed methods to her facilitation style, weaving arts-based and participatory modalities, discussion, mindfulness techniques, resourcing, body-movement and yoga. She integrates a trauma-informed lens across her work, and draws on 12+ years of facilitation experience in transnational social movements spaces. Rima is also part of a network of QTBIPOC peer-facilitators specialized in different healing and well-being methods, with whom she

can collaborate with in delivering content, to meet individual's and group's needs.

- **Offerings/Program Topics:** 2SLGBTQ+ Healing; BIPOC Healing; Joyful Resilience; Yoga; Activism; Self-Care; Consent & Healthy Relationships; Leadership Development
- **Target Populations:** Girls and young women; 2SLGBTQ+ youth; BIPOC youth; Newcomer & immigrant youth
- **City/Town/Region:** GTA
- **Virtual Offerings:** Yes
- **In-Person Offerings:** Yes, when safe to do so
- **Contact Information:** rima.athar@gmail.com
- **Rate:** Flexible, depending on need, access, and budgets available.

EXAMPLES OF RIMA'S WORK

We recommend that if you would like to use the resources created by people in this directory, to contact them to ask permission, and, ideally, compensate them for use of their existing work.



[Connections, Possibilities and Joy: Reflections from the Healing Circles \(2020\)](#)

[Creating Care & Sustaining Well-Being: Reflections from Queer Organizing across South & South-East Asia](#)

Carly Boyce



Carly Boyce (they/them) runs community and peer-based suicide intervention workshops that discuss pervasive ideas about suicide and how those impacted seek support, and provide skills that can be used in supporting people we know who might be suicidal, or otherwise are having a hard time emotionally. Carly specifically works from community and peer-based models that prioritize not getting cops or hospitals involved. Carly also offers workshops and programming on general peer support skills, identifying and honoring boundaries, body image and fat liberation. Carly facilitates and teaches from a place where they are not an expert, but values the community genius in every room. Carly also offers an [online suicide intervention workshop](#) that can be accessed free of cost or in conjunction with a shorter session with them, as a lower cost option.

- **Offerings/Program topics:** Suicide Intervention, Body Image; Fat Liberation, Peer Support Skills
- **Target populations:** 2SLGBTQ+ youth; Youth struggling with anxiety, depression, and suicidality
- **City/Town/Region:** GTA
- **Virtual Offerings:** Yes
- **In-person Offerings:** Yes, when safe to do so
- **Contact Information:** carly.boyce@gmail.com
- **Website:** tinylantern.net
- **Rate:** \$250-350/hr for workshops that are usually 2-3hrs. Flexibility available depending on financial access to site.

Delaney G Drachenberg

Delaney Drachenberg (she/they) is a self-identified youth who works on a large range of topics. They have facilitated and organized conferences specifically focusing on trans identity and mental health research. Delaney specifically has worked on providing perspective and recommendations to improve care given to Arctic youth. Delaney works from the perspective of a queer, Indigenous, disabled youth. Delaney can provide workshops, programs, and sessions that are custom based, and is also willing to provide their perspective, recommendations, and be included on panels.

- **Offerings/Program Topics:** Indigenous,, Queer and Trans Identity,, Arctic Youth,, Mental Health
- **Target Populations:** Queer and Trans Youth,, Indigenous LGBTQ+ and Two Spirit Youth,, Disabled Youth
- **City/Town/Region:** Iqaluit, Nunavut
- **Virtual Offerings:** Yes
- **Contact Information:** prandicle@gmail.com
- **Rate:** \$150/hour. Flexibility available depending on budget, requirements, and needs.

EXAMPLES OF DELANEY'S WORK



[Bell Let's Talk](#)

[A Nunavut milestone: protection for transgender rights](#)

[The 150 Leading Canadians For Mental Health](#)

[Fierté Canada Pride 2020 National Conference & AGM](#)

[The 5th International Conference on Youth Mental Health](#)



Natalie “Rare” Chattargoon



Natalie “Rare” Chattargoon (she/her) works with core skills of mental health, self-care, and creativity. Natalie facilitates programs and workshops that focus on the mind, body, and soul to help youth find their ultimate purpose and guidance. Natalie develops programs that include a range of self-development skills. Natalie is skilled with working with youth and marginalized communities in both in person and virtual settings.

- **Offerings/Program Topics:** Mental health; Self-Care; Goal Settings; Journaling; Storytelling; Zine Making;
- **Target Populations:** All youth; BIPOC youth
- **City/Town/Region:** GTA
- **Virtual Offerings:** Yes
- **Contact Information:** natalienathaniel05@gmail.com
- **Website:** royalbankrolls.com/bio
- **Rate:** Minimum \$250/hour; \$800 for 4-week program. Rates are flexible depending on needs and access of the group and budgets available.

EXAMPLES OF NATALIE'S WORK

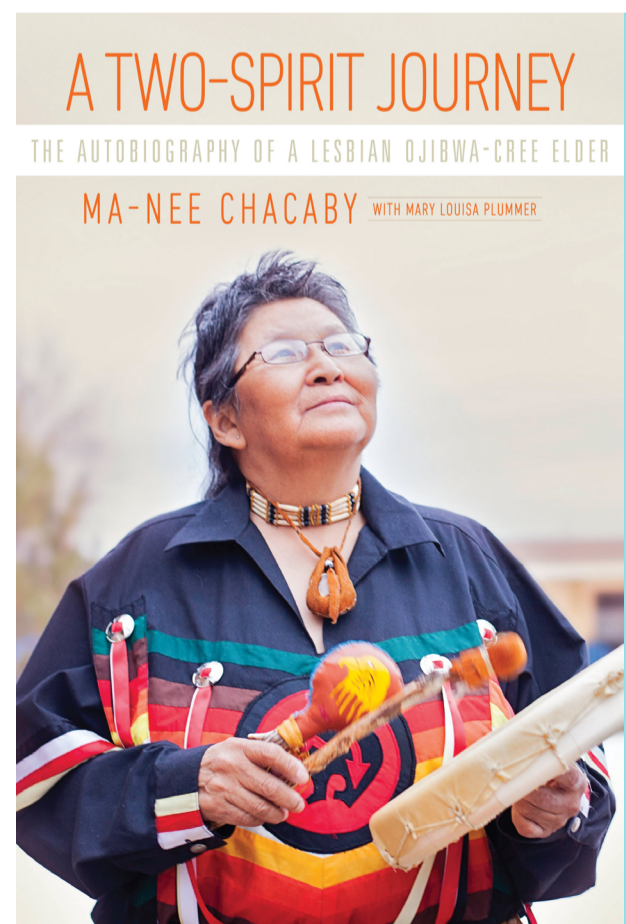
[Art of Zine Making - The Collective Project](#)



Ma-Nee Chacaby

Ma-Nee Chacaby (he/she/him/her) is a Cree Two-Spirit Elder. Ma-Nee wrote the book “A Two-Spirit Journey: The Autobiography of a Lesbian Ojibwa-Cree Elder”. Ma-Nee speaks Ojibway and English. Ma-Nee is based in Thunder Bay and provides teaching and learnings around language, sweat lodges, and activism. Ma-Nee asks for Tobacco offerings for sessions.

- **Offerings/Program Topics:** Activism; Teaching around Native Culture; Language; Spiritual Teachings
- **Target Populations:** 2SLGBTQ+ youth; Indigenous Youth
- **City/Town/Region:** Thunder Bay
- **Virtual Offerings:** Yes
- **In-person Offerings:** Yes, when safe to do so and if travel is compensated.
- **Language(s):** English & Ojibway
- **Contact Information:** 807-683-0465
- **Rate:** \$200/hour



Michel Dumont



Michel Dumont (he/him) is a queer, Two-Spirit, Ojibway person with French roots. Michel is a disabled maker of wearable art, mosaics, and installation art. Michel is a survivor of intergenerational trauma stemming from Indian Day School. Michel has taught art classes in elementary and high school, and has facilitated workshops in the community with mosaics and birch bark biting for children, youth, and adults in Thunder Bay. Michel considers art to be medicine. Currently, Michel is the Barbara La Ronde Native women's in Arts Winner of 2021, and a finalist for the Salt Spring National Art Prize.

Offerings/Program Topics: Art teachings (e.g. Mosaics; Ancestral and Traditional Teachings such as Birch Bark Biting; Packing tape and unconventional materials)

Target Populations: 2SLBGTQ+ youth, Indigenous youth, Disabled youth

City/Town/Region: Thunder Bay

Virtual Offerings: Yes

Contact Information: Instagram: [@madbear67](#), micheldumont34@gmail.com or T: 807-285-8318

Website: facebook.com/MichelDumontArt

Rate: \$150-200/hour

Shanese Indoowaaboo Steele

Shanese Anne

CONSULTING | SPEAKING | WRITING | TEACHING



Shanese Indoowaboo Steele (she/her) is a queer Afro-Indigenous person with ties to Nbissing, Metis Communities, and Trinidad and Carriacou. Shanese is a facilitator and educator. She focuses her work on bridging the gap between the Black Diasporic Indigenous community and Indigenous communities belonging to Turtle Island, advocating and supporting youth voices living in rural communities, and healing work within her many communities. Shanese has facilitated healing sessions for 2SLGBTQ+ YWHO youth and staff, and created the resource “A time for Healing: A 2SLGBTQ+ Guide to Healing & Wellness.”

- **Offerings/Program Topics:** 2SLGBTQ+ Healing; Anti-Oppression; Allyship; Black/Indigenous Solidarity; BIPOC Solidarity; Afro-Caribbean Decolonizing; Critical Consciousness
- **Target Populations:** 2SLGBTQ+ youth; Indigenous youth; BIPOC youth; Afro-Indigenous youth; Caribbean youth; Girls & young women
- **City/Town/Region:** GTA & North Simcoe
- **Virtual Offerings:** Yes
- **Contact Information:** shaneseanne@gmail.com
- **Website:** shaneseanne.ca
- **Rate:** \$500/per hour

Cue Kirk

Cue Kirk (she/her) is a spoken word artist and poet who provides creative writing workshops. Cue provides a 4-week creative writing program called the “Handbag Project,” which offers Black, Indigenous, and other Women of Colour a safe space to learn poetic tools, and techniques, designed to unpack their experience and increase appreciation of one-self, through their own words, and tools. The Handbag Project helps to prepare participants with practical tools to inspire creative thinking that can support in lightening the load of their experience in this world.

- **Offerings/Program Topics:** Art-Based Facilitation; Spoken word; Poetry; Creative writing
- **Target populations:** BIPOC youth; Girls and Young Women
- **City/Town/Region:** GTA
- **Virtual Offerings:** Yes
- **Contact Information:** poetcue@gmail.com
- **Website:** cuekirk.com
- **Rates:** Workshop/Program fee \$250/hour (Max 20 youth); Performance fee: \$150/hour



Kama La Mackerel



Kama La Mackerel (they/them) offers arts-based facilitation and creative arts facilitation. Kama explores the ways in which storytelling, poetry, spoken word and artistic creation can act as emancipatory tools for youth. Kama draws from their own experience as an artist and community-arts facilitator who has worked with QTBIPOC youth for 10+ years. Kama speaks both English and French, and is comfortable to facilitate in both languages.

Kama's approach is grounded in the exploration of "the spiritual self," looking at ways in which our sense of self is connected to history, to ancestry, to our current socio-economic contexts and to the very unique spiritual gifts that move through us. Kama encourages participants to value the cultivation of their spirit through creative rituals and tools that can support them in their day-to-day life practice.

- **Offerings/Program Topics:** Creative Arts, Storytelling; Poetry; Community Arts; QTBIPOC, Ancestral Exploration; Spirituality
- **Target Populations:** 2SLGBTQ+; BIPOC youth; Immigrant and Newcomer Youth
- **Language(s):** English & French
- **City/Town/Region:** Montreal/Ottawa
- **Virtual Offerings:** Yes
- **Contact Information:** kama@lamackerel.net
- **Website:** lamackerel.net
- **Rate:** \$125-250/hour for facilitating and prep for workshops and programs. Sliding scale available depending on needs of organization.

Star Nahwegahbo

Star is a mixed Indigenous and Scottish Settler Interdisciplinary Artist, Expressive Arts Facilitator, former Social Service Worker and Mother. Star Nahwegahbo provides creative and expressive art workshops combined with personal storytelling. Star's programming and/or workshops are centered around wellness, resiliency, relationship building and land-based art.

- **Offerings/Program Topics:** Creative and express art; Storytelling; Wellness; Resiliency; Land-based art; Relationship building
- **Target Populations:** Indigenous Youth
- **City/Town/Region:** GTA
- **Virtual Offerings:** Yes
- **In-person Offerings:** Yes, when safe to do so
- **Contact Information:** Starnahwegahbo@gmail.com or T: 416-577-3414
- **Rate:** Range of \$200-600 per session. This depends upon time, customized workshops, and any additional factors.

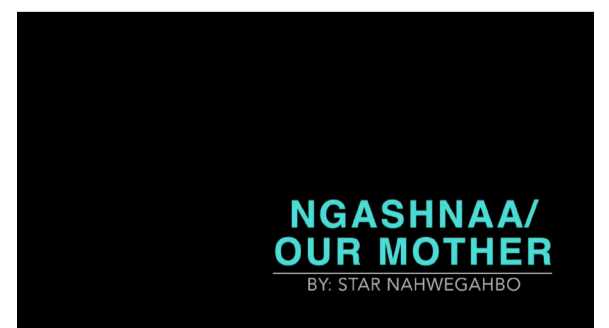
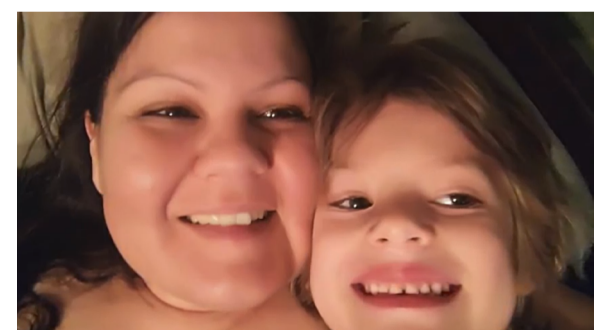
EXAMPLES OF STAR'S WORK

[Art at Home - Ode'imín/Strawberry Heart Cards](#)

[Staying connected to land during this time](#)

[NGASHNAA/Our mother](#)

[Grief and medicine pt. 2](#)



Alena Peters



Alena Peters (she/her) provides workshops and programming that focuses primarily on racism and decolonization. Alena is skilled at presenting on topics as intersectional with other systems of oppression. Alena also has a great deal of knowledge and experience presenting workshops on sexual health, consent, and healthy relationships. Alena has also recently become a licensed realtor and has knowledge to provide workshops and programming on financial literacy.

- **Offerings/Program Topics:** Racism; Decolonization; Sexual health; Consent; Healthy relationships; Queerness; Intersectionality; Financial Literacy
- **Target populations:** Black and Caribbean youth, BIPOC youth, 2SLGBTQ+ youth; Girls and young women
- **City/Town/Region:** GTA
- **Virtual Offerings:** Yes
- **In-Person Offerings:** Yes, when safe to do so
- **Contact Information:** alenamawiyah@gmail.com
- **Rate:** Minimum \$350/hour for facilitation (includes prep for workshop)

EXAMPLES OF ALENA'S WORK

[Decolonizing and Consent Culture](#)



Honore Prentice



Honore Prentice (he/him) is a fine artist, paint and drawing facilitator and instructor. Honore teaches acrylic fine art workshops and programming as well as drawing tips and techniques, via zoom. Honore describes himself as a Black Youth creative mentor and previously co-hosted a podcast “Better With Chocolate”. Honore’s new podcast is called “Black on Track”, which can be found on Spotify. Honore mentors and teaches painting step by step either from an image or reference, or freestyle.

- **Offerings/Program Topics:** Acrylic fine arts workshops
- **Target Populations:** All youth; Black youth
- **City/Town/Region:** GTA
- **Virtual Offerings:** Yes
- **Contact Information:** artisthonore@gmail.com
- **Website:** www.haitianbased.com
- **Rate:** \$25 every 2 hrs/per youth. Art supplies are not included.



Pree Rehal



Pree Rehal (they/them) is a multidisciplinary artist and community organizer. Pree works from a disability justice, trauma-informed, anti-racist, anti-oppressive framework. Pree was one of the panelists at the Trans Led Youth Conference at Ryerson University in 2019.

- **Offerings/Program Topics:** Art-based workshops (such as zine making, watercolor painting); Mental health and self-care; Disability Justice; 2SLGBTQ+ related topics; Trans Health
- **Target Populations:** 2SLGBTQ+; Survivors; Trans folks; QTBIPOC; Youth with disabilities
- **City/Town/Region:** GTA
- **Virtual offerings:** Yes
- **Contact Information:** preeyarehal@gmail.com
- **Website:** prehal.com
- **Rate:** \$350-500 per workshop (1-2hours)

Patrick Salvani

Patrick Salvani (he/him/they/them) is an arts facilitator and facilitates relationship building and gender exploration workshops. Patrick also offers workshops on self-care and community care, performance, and How-to-do makeup workshops, all through a trauma-informed, community-based, fun way. Patrick is also the Program Coordinator for Supporting Our Youth (SOY) based out of Sherbourne Health and works mostly with BIPOC, newcomer, 2SLGBTQ+ and homeless youth.

- **Offerings/Program Topics:** Gender Exploration; Drag; Self & Community Care; Spirituality and Ancestral Exploration
- **Target Populations:** 2SLGBTQ+ youth; BIPOC youth; Newcomer youth
- **City/Town/Region:** GTA
- **Virtual Offerings:** Yes
- **In-person Offerings:** Yes
- **Contact Information:** Patrick@kraftyqueers.com
- **Website:** www.msnookiegalore.com
- **Rate:** \$75\$/Hour (Hours = Workshop time + Preparation Time). Patrick works within a community model, and is willing to negotiate rates.



List of Programs

Next Gen Men



Next Gen Men primarily engages with young adolescent boys and non-binary youth on topics such as mental health, healthy relationships, and gender equality. We approach masculinity and feminism from an intersectional and strengths-based perspective, and seek to empower youth as allies and leaders for gender justice.

Next Gen Men support organizations and educators to implement programs with their youth (Next Gen Mentors), and facilitate workshops, presentations and training.

Next Gen Men also hosts an ongoing community for boys and non-binary youth in Grades 7-9 on Discord (NGM Boys Club). Next Gen is committed to making gender-transformative programming as accessible as possible.

- **Website:** nextgenmen.ca
- **Virtual Offerings:** Yes
- **Contact information:** jonathon@nextgenmen.ca
- **Rate:** \$200/hour for workshops (sliding scale is available).

Supporting Our Youth



Supporting Our Youth (SOY) is an innovative community development program of Sherbourne Health. SOY works to support the health and well-being of all queer and trans spectrum youth 29 years old and under through our groups, programs and events and by providing one-on-one support.

SOY offers different programming such as Black Queer Youth, LGBTQ+ Newcomer/Immigrant Programming, and Trans Fusion. Most programs focus on health and wellbeing, mentorship, peer leadership, and art, and health promotion.

Please note that SOY offers a great deal of programming across the GTA, so availability for offerings and partnerships will be dependent on capacity and will fluctuate with time.

- **Website:** soytoronto.com
- **Virtual Offerings:** Yes
- **Contact information:** psalvani@sherbourne.on.ca
- **Rate:** Dependent upon time, customized workshops or programs, and any additional factors

Assembly of Seven Generations



Assembly of Seven Generations (A7G) is an Indigenous owned and youth-led, non-profit organization that is focused on cultural support and empowerment programs/policies for Indigenous youth while being led by traditional knowledge and Elder guidance.

A7G offers programming that is Indigenous specific on topics such as crisis intervention, land-based programming,, gardening, drop ins, Anti-Indigenous racism, community building, and peer-to-peer support. Assembly of Seven Generations also offers Indigenous Youth Services Evaluation and young men's support circles.

- **Website:** www.a7g.ca
- **Contact information:** admin@a7g.ca
- **Region:** Ottawa
- **Virtual Offerings:** Yes
- **Rate:** Based on organizational needs. In-house programming is free for Indigenous youth across Ontario.

Niizh Manidook Hide Camp

Niizh Manidook Hide Camp (NMHC) is a traditional hide tanning revitalization initiative created for Two Spirit community and Indigenous youth ages 15-29, based in the Southern Georgian Bay region. Our group creates safe(r) space for Two Spirit people (Trans, Non-Binary, Gender-Non-Conforming, Indigiqueer, QTIP, 2SLGBTQ+ Indigenous folks) & Women to learn about hide tanning.

NMHC hosted a hide tanning camp for two spirit youth august 2021 and NMHC will be hosting a smaller hide camp in Moraviantown in 2022. The 2022 hide camp will prioritize Two Spirit Indigenous youth from the reserve communities surrounding Moraviantown (ie prioritizing holding space at 2022 hide tanning camp for two spirit youth from: Aamjiwaang First Nation, Walpole Island First Nation,

Chippewas of the Thames first nation, Munsee Delaware Nation, Moraviantown Delaware Nation and Kettle and Stony Point First Nation). NMHC will also invite select two spirit youth and family members to attend the 2022 camp.

NMHC can offer workshops to teach deer hide tanning and deer raw hide making for Two Spirit and Indigenous youth.

The YWHO Equity & Engagement team is in conversation with NMHC to potentially hold select spots for youth for the 2022 Hide Camp. YWHO Provincial Office will be providing financial support (such as travel and accommodation) to Indigenous and Two Spirit youth through YWHO sites who get accepted to attend the August 2022 Hide camp.



Website: www.niizhmanidookhidecamp.com

Contact information: niizhmanidookhidetanningcamp@gmail.com

Region: Simcoe County/ Southern Georgian Bay/ Chatham-Kent

Virtual Offerings: No

In-person: Yes

Rate: Free to attend for youth who confirmed registration. Rates for all other workshops offered by NHNC will be based on the needs of the host, group size, workshop, and scope.

Disability Justice Network of Ontario

Disability Justice Network of Ontario (DJNO) aims to build a just and accessible Ontario, wherein people with disabilities: have personal and political agency, can thrive and foster community; and can build the power, capacity, and skills needed to hold people, communities, and institutions responsible for the spaces they create. DJNO consists of a steering committee, youth advisory council, and 3 committees (research, campaigns, and education). The Youth Advisory Council is made up of seven youth with disabilities from across Hamilton and GTA, each YAC member is responsible for advising the steering committee on the direction of the organization, as well as the standing committees.

DJNO is currently offering a summer series consisting of panel topics including: “Cops out of Care Work”; “Abolish the Psych Ward; and “Imagining Disabled, Cop Free Futures”. DJNO also offers training on Equity, Diversity, and Inclusion, and Disability Justice.

- **Website:** www.djno.ca
- **Contact information:** info@djno.ca
- **Region:** Hamilton & GTA
- **Virtual Offerings:** Yes
- **Rate:** Starting at \$250/hour, this rate fluctuates depending upon time, customized workshops, and any additional factors.

Kickstart Disability Arts

Kickstart Disability Arts and Culture gives artists with disabilities a voice. Kickstart works specifically within the field of Disability Arts and Culture. As such, Kickstart offers programming geared towards artists who identify as Deaf, mad, disabled, Crip, trauma-impacted, and chronically ill. Our programming includes youth and other communities that are marginalized within society. We focus our efforts on providing programming that is relevant and accessible to practicing artists – whether professional or not.. Kickstart is a Vancouver-based organization, but provides offerings across the country.

- **Website:** kickstartdisability.ca
- **Contact information:** jenna@kickstartdisability.ca
- **Region:** Vancouver, BC
- **Virtual Offerings:** Yes
- **Fee:** Kickstart strongly believes that people should be paid equitably for their labour. Disabled artists are often living in poverty and stitching together contract work. The CARFAC fee schedule is a bare minimum to account for this type of labour precarity. All workshop facilitators at Kickstart get paid based on the CARFAC fees schedule. Please review this amazing resource: carfac.ca/tools/fees

Consultant Recommendations – Organizational Culture & Equity

AN IMPORTANT NOTE: WE RECOGNIZE THAT HIRING EXTERNAL CONSULTANTS CAN HELP SUPPORT THE GROUNDWORK OF ORGANIZATIONAL CHANGE. HOWEVER, IT IS INTEGRAL THAT ORGANIZATIONS BE DOING THIS WORK INTERNALLY, AND NOT RELY SOLELY ON EXTERNAL CONSULTANTS AS A MEANS OF DEFLECTING RESPONSIBILITY TOWARDS EQUITY AND SOCIAL CHANGE.

FOR THOSE WHO ARE SEEKING EXTERNAL GUIDANCE TO BUILD THAT PROCESS, WE ARE RECOMMENDING THESE EXTERNAL CONSULTANTS ROOTED IN COMMUNITY JUSTICE, CONFLICT SUPPORT, EQUITY, AND ORGANIZATIONAL CHANGE.



Future Ancestors Collective

Future Ancestors Collective (FAC) are a Black and Indigenous owned, youth-led, professional service, social enterprise. All of the work FAC does is connected to climate justice, and systemic barrier removal with lenses of ancestral accountability and anti-racism. FAC supports clients through training, research, consulting, programming, and serve community directly through skill building opportunities, and the Waashayshkwun Grant Fund. FAC's primary source of accountability lies in Black, Indigenous, racialized, 2SLGBTQ+, and disabled communities in what is currently Canada, therefore

FAC's services are focused on these communities. FAC's offer services in both English and French, and is working on Indigenous language revitalization. Some offerings will include Michif-Cree.

- **Website:** futureancestors.ca
- **Virtual Offerings:** Yes
- **Languages:** English, French & some offerings will include Michif-Cree
- **Rate:** This depends upon time, customized workshops, and any additional factors.

Shoreline Collaboratives



Shoreline works to support organizational change grounded in equity through offering trainings, leadership coaching, policy development, strategic planning, evaluations and more. As a consultancy, they specialize in building organizational structures and processes, program design, and conflict support. Shoreline helps clients identify and address gaps between values and practice, in order to build intersectional spaces that reflect, serve, and are truly led by all members of our communities.

Shoreline works to support multiracial leadership in assessing who holds power, how power becomes ingrained within systems and structures, and to take action to eliminate unfair biases that limit full access, participation, and wellbeing for individuals and groups who experience oppression.

- **Website:** www.shorelinecollaboratives.com
- **Key Topics:** Leadership Coaching; Anti-Oppression; Anti-Racism; Anti-Colonial; Organizational Change; 2SLGBTQ+; BIPOC; Accountability Populations; 2SLGBTQ+ youth; BIPOC youth, Indigenous Youth; Youth Leaders;
- **Contact Information:** info@shorelinecollaboratives.com
- **Virtual Offerings:** Yes
- **Rate:** Varies depending on the needs of the group and services being procured.



**ANY QUESTIONS ABOUT
THIS DIRECTORY? ARE
THERE PEOPLE YOU THINK
SHOULD BE INCLUDED?**

REACH OUT TO:

NAKITA SUNAR

NAKITA.SUNAR@CAMH.CA