



**House of  
Friendship**

STRONGER TOGETHER

# VISION

A healthy community where everyone can belong and thrive.

# MISSION

We walk with those who need food, housing, community resources or addiction treatment.

# VALUES

Inspired by Christian faith, we continue to be shaped by the following values:

- COMPASSION** – We extend the hand of friendship
- INCLUSION** – We believe everyone has a seat at the table
- JUSTICE** – We value a society where all have a voice
- DIGNITY** – We honour the self-respect of each person
- HOPE** – We always see hope, even in times of trouble

Poverty, Mental & Physical Illness, Unaffordable Housing, Food Insecurity,  
**Isolation**



## Food

- Emergency Food Hampers
- Christmas Hamper



## Housing

- Men's Shelter
- Supportive Housing



## Addiction Treatment

- Residential Treatment
- Day Treatment
- Counselling
- Community Addiction Support Services



## Neighbourhoods

- Community Centre Programs
- Family Outreach Program
- Camp Sponsorship

These are our core programs under each area. People are welcome to reach out to the website or directly to us to learn more.

If they, or someone they know, is facing an addiction or other mental health challenge or crisis they can call HERE24/7 (1 844 437 3247) or visit the here 24/7 website.

- Chandler Mowat
- Kingsdale
- Courtland Shelley
- Sunnydale



## HOW DO WE DO THIS?

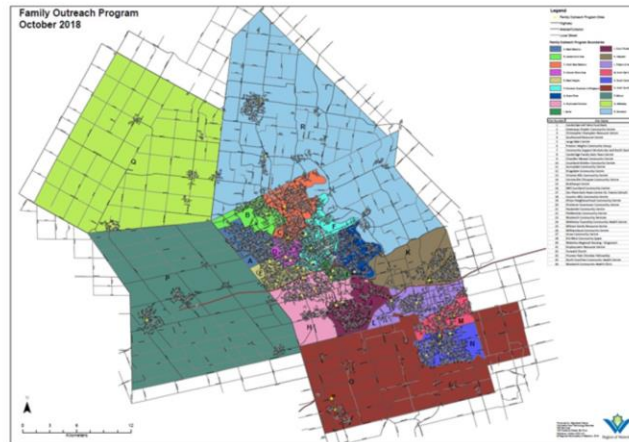
Sharing how female migrants are currently engaged at community centres and different gender responsive programs and avenues (ie. the example of people getting volunteers and work experience and then having references and Canadian experience)

## WHAT ELSE?

Challenges: good but still not really transforming gender roles; pay and types of roles migrant woman are getting are still low waged and often involve de-skilling women; Balance of meeting people where they are and responding to requests but considering how we perpetuate gender norms (i.e. women seeking a cooking or sewing group)

Opportunities to challenge wages and hiring practices both internally and externally; participate in conversations like this raising up experience and data we gain through our work; considering men's groups and what role we have in creating complimentary spaces and programs for men at our centres

Family Outreach Workers are located at 36 sites across 18 catchment areas in the Region of Waterloo, and are flexible to meet with families in their communities from the Townships (Woolwich, Wellesley, Wilmot, Ayr and North Dumfries), to Cambridge, Kitchener and Waterloo.



Partnerships (such as this one) make our outreach work possible. We strive to reach most vulnerable, and reduce barriers to access. We continue to evaluate our program and implement best practices, taking into consideration family feedback as well as learning from our site partners.

#### **-4 minutes Family Outreach example (Nermin)**

##### HOW DO WE DO THIS?

Understand gender is creating barrier for women and being a migrant woman adds more barriers–

Recognize gender-based barriers and use our approaches to address it:

Showing scope of work; 16 workers across the Region 32+ sites

Hiring people with experience – sharing your experience and perspective

Asking and encouraging migrant woman about ESL goals, levels, etc. ; helping illuminate timelines to begin preparing for next steps after language + exploring childcare options

##### WHAT ELSE?

Example of taking a women on journey of goals around education but then they hit barriers of systems like OSAP and can't move forward

Opportunities?



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## BELONG AND THRIVE

### **-2 Minutes – Conclusion - Nermin**

While we aren't specifically focused on gender and don't spend a lot of time in space of transformation of gender roles, we put energy into gender sensitive and gender specific responses

SUCSESSES?

Nermin's thoughts and examples

Tempered with reality shared that sometimes our role is to be honest about barriers and current realities



## Want to Learn More?

Clare Wagner	Nermin Ozdemir
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This is a photo of a community cooking group at our Sunnydale Community Centre in Waterloo