

To: Homes First Society Board of Directors
From: Candice Elliott, HFS Assistant Manager of Human Resources
Subject: HFS Access to Education Scholarship Program Update
Date: October 6, 2020

Recommendation:

That the HFS Access to Education Scholarship Program be approved.

Meeting date: Thursday, September 17, 2020

Present: Peter Soares, Amie Tsang, and Candice Elliott (Assistant Manager of Human Resources).

Background:

It was suggested the name of the Scholarship from “HFS Anti-Racism/ Anti-Oppression Scholarship” be changed to “HFS Access to Education Scholarship Program” after further reflection of the letter that was sent out to staff as the underlying theme of the Scholarship was to help provide equal access to education for the affected parties. We have also added the term “People of Colour” to the list, as it helps to include all ethnicities that face barriers to access to education.

We have looked up statistics to support our statement regarding this Scholarship being specific to “Black and Indigenous people”. For example:

The 2016 Canadian Census showed that in Toronto “Black men and women were almost half as likely to hold a bachelor’s degree or higher compared to their counterparts in the rest of the population. <https://www150.statcan.gc.ca/n1/pub/89-657-x/89-657-x2020002-eng.htm>

The 2011 Canadian Census showed that in Canada Almost one-half (48.4%) of Indigenous people had a postsecondary qualification in 2011, In comparison, almost two-thirds (64.7%) of the non-Indigenous population aged 25 to 64 had a postsecondary qualification in 2011. https://www12.statcan.gc.ca/nhs-enm/2011/as-sa/99-012-x/99-012-x2011003_3-eng.cfm

It would require an entirely separate, and very large document to support those statements because there are so many different data points to pull from in support. Therefore, it was decided that they would not be necessary for inclusion as that level of detail would make the document too large and might also encourage people to question the reasons behind the scholarship.



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HFS Administrative Office
90 Shuter Street, Suite 206, Toronto, ON M5B 2K6
Phone: (416) 395-0902
Fax: (416) 214-1873

HFS Access to Education Scholarship Program

The HFS Access to Education Scholarship Program will be awarded on an annual basis for \$1000 each for current Homes First staff members and residents.

Goals:

Homes First believes that access to education of all forms is important for the continued success and development of Black and Indigenous communities. However, there can be barriers in place, reducing access to education. Homes First will create a scholarship program to address some of the gaps and needs we have identified in order to increase access and to support Black, Indigenous, and people of colour (BIPOC) that are staff and residents at Homes First. Successful Scholarship recipients will be featured in the HFS newsletters, social media accounts and other material to continue the conversation and to highlight the work that is being done by Staff and Residents in the community and at Homes First.

Criteria to apply:

Self-identified BIPOC Homes First staff and residents who are currently enrolled in an accredited educational course (or in the process of applying) will be invited to submit requests for the scholarship to help move them toward their personal goals. Applicants must demonstrate leadership and/or service to the community with a preference given to those who contribute within Homes First Society, the City of Toronto, and/or within the housing and shelter system in general.

How to apply:

Applicants are requested to complete the application form in its entirety.

Awarding Process:

Awarding of the scholarship will be based on a committee with two Board members and a management team member. A point scale will be developed to rate the candidates based on a set of criteria. For example, "Their contribution made a difference to community: 1-3"; "They spent their own time, money, knowledge to benefit community: 1-3"; "The benefit was for black, indigenous, or other marginalized group: 1-3"; "The impact their work has on the Homes First Community or in the City of Toronto: 1-3.



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HFS Access to Education Scholarship Application Form

Please print clearly or type your responses

Applicant Information

Name: _____

Street Address: _____ Unit # _____

City: _____ Postal Code: _____

Phone number: _____

Email: _____

Educational / Certificate Program Information

Educational Institution/ Certificate Provider: _____

Program of Study/ Course Name: _____

What is the duration of the program? _____

Have you enrolled? Yes No

If you have not enrolled, please explain: _____





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HFS Access to Education Scholarship Personal Statement Form

Please provide detail in your responses, but do not exceed 250 words per statement.

Please print clearly or type your responses

Please outline your Educational Goals (finish a degree, upgrade skills, etc.):

Please outline how you demonstrate leadership and/or service in the community and whether your contributions have an impact on the Homes First Community, other Housing and Shelter providers and/or in the City of Toronto:

Please outline what receiving the HFS Access to Education Scholarship would mean to you personally:

Registered Canadian Charitable Registration No. 118962182 RR





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Request for statement from Scholarship recipients:

We request that those who are awarded a scholarship provide a statement about what the scholarship means to them, to be used in newsletters and social media platforms. This is so that Staff, Residents and Community Members can see the positive impact that the Scholarship has on the lives of the recipients. However, we also respect the applicant's right to privacy and to decline this request.

- I will provide a statement, and consent to having my name published
- I will provide a statement, but do not wish to have my name published
- I do not wish to provide a statement and do not wish to have my name published

Applicants Signature: _____

Date: _____

Please send your application package by _____ to: