

# TORONTO STAFF REPORT

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December 19, 2005

To: Economic Development and Parks Committee

From: Sue Corke, Deputy City Manager

Subject: Report on consultation with Culture stakeholders outside the downtown core of the City of Toronto  
All Wards

Purpose:

To respond to the Economic Development and Parks Committee's request for feedback from stakeholders outside the downtown core of the City of Toronto regarding Culture budgets and the potential for increasing the budgets for their programs.

Financial Implications and Impact Statement:

There are no financial implications resulting from the adoption of this report.

Recommendations:

It is recommended that this report be received for information.

Background:

City Council on June 24, 25 and 26, 2003, approved the Culture Plan for the Creative City. The Culture Plan outlines 63 recommendations that provide clear direction for the City's cultural agenda until 2013. Key recommendations called for a \$2.00 per capita, per year, increase from 2004 – 2008 in municipal arts and culture spending, increases to arts and culture grant funding, and expanded promotion of Toronto creativity to the world.

On November 9 the Culture Division presented a Culture Plan Progress Report to the Economic Development and Parks Committee. The report identified that the city had increased investment in Major Cultural Organizations and to the Toronto Arts Council as per the recommendations of the Culture Plan. The report also identified priority actions for 2006 and 2007 including a commitment to invest in the Major Cultural Organizations, Toronto Arts Council and Local Arts Service Organizations (LASO's).

The Committee received the report and requested staff consult with stakeholders outside the downtown core about their opinion on Culture budgets and the potential for increasing the budgets for their programs and that staff report back to the January meeting of the Committee.

On December 6, 2005 the Culture Division held a focus group for community arts stakeholders outside the downtown core which included representatives from the four (LASO's) (urbanArts; Scarborough Arts Council, Arts Etobicoke, Lakeshore Arts); Downsview Park Arts Alliance (DPAA) and other community arts, music, theatre, and cultural groups.

Comments:

1. Stakeholders affirmed the message they wish to communicate to City Council about how the creative arts can, and do, enhance our experience of individual, social and communal life on a number of levels:

*Community arts programs bring everyone, the old, the young, the rich and the poor, old-timers and newcomers into the life of the city. Community arts programs develop safe and healthy communities, encourage artistic growth, offer training in transferable skills, promote inclusion and social equity, contribute to the economy and promote healthy social change, support emerging artists and build future audiences.*

2. The stakeholder focus group stated that additional funding was essential for assuring the continued success of community arts programs; for building the capacity of local arts organizations for longevity and for continuing to develop new programs/services to meet emerging community needs.

Stakeholders felt strongly that additional funding for community arts organizations should not be at the expense of arts organizations located in the downtown core. Interaction between all arts groups promoted a more efficient and effective use of resources and larger arts organizations were supportive and an effective resource to some smaller arts organizations.

Stakeholders identified some of the successes that community arts organizations have had in enriching communities in the City of Toronto.

- i. Some successful programs/services highlighted include:

Local Arts Services Organizations (LASO's):

urbanArts; Lakeshore Arts, Arts Etobicoke and Scarborough Arts Council all receive grants from the Culture Division of the City of Toronto (Community Partnership Investment Program). These groups promote the arts at the local level, endeavouring to make them part of the daily fabric of community living. Each LASO is as unique as the community that it serves and each changes as fast as its community changes; no two are exactly alike. However, each LASO identified sharing the same goal of serving the diverse needs in their community

and making the arts, in all its diverse forms, accessible to each member of that community. Another area of success identified is the partnerships they have established with each other – and with other arts organizations to maximize the impact they are able to have on the communities they serve. i.e. neighbourhood arts groups connect across the city, utilizing the same resources and co-presenting programs when possible. The LASO's also identified successes they have had in reaching out to local populations that traditionally have not participated in mainstream arts activities. Some of these programs include:

#### Dream Building: urbanArts

- A new initiative in partnership with the Canadian Urban Institute, Frontlines Youth Centre and the New Somali Canadian Organization to explore the possibilities for enhancing and inspiring public and private space in and around a diverse, high-density neighbourhood in South Weston. This project will allow local people to lead and participate in the creation of an alternative design and marketing plan for where they live.
- urbanArts also identified a major success in setting up a storefront arts venue for neighbourhood youth with after-hours programs for youth ages 8-20.

#### Youth Arts Movement (YAM): Lakeshore Arts

- In 2001, 29% of the population of Ward 6 was made up of children from the ages of 4-29. Lakeshore Arts established a youth advisory group to provide a safe and open forum to encourage youth to contribute their creative viewpoints and participate in the decision-making process affecting them and their families. This past summer the group produced SKA– Best of the Bands Competition as the youth component for the 2<sup>nd</sup> annual Brass in the Grass Music and Arts Festival in the Lakeshore area. Out of 109 volunteers at the Brass in the Grass program 40 were youth.

#### Monarch Butterfly Project: Scarborough Arts Council

- This project was funded by the City of Toronto Culture Division through the Ontario Works Incentive Initiative funds, and was conducted in partnership with other community agencies.

The program created a transforming experience for youth at risk, ages 16-24, in the Kingston Road East area of Toronto. Inspired by the monarch butterfly migration along the Scarborough Bluffs/Kingston Road area, the project explored the themes of migration, transition and change and related to the participating youth from the area, many of whom are recent immigrants and to their own issues of transition and change. The youth developed and presented performances of original work called 'A Multidisciplinary Arts Extravaganza: Metamorphosis, a transformation

story.’ Youth interviewed said “the project is about change, about improving talents as well as your ability to maintain positive vibes.”

#### Reaching Children, Youth and Youth at Risk: Arts Etobicoke

- Arts Etobicoke initiated several youth projects to provide young people at risk in the community with an outlet for creative self expression, a positive means to address their issues and an alternative to getting involved in destructive activities. Some projects included: the North Etobicoke Youth Theatre Project (PROPS); Arts Discovery – in the schools with the TCDSB; Exploring Creativity in Depth – a collaborative project involving Arts Etobicoke, Neilson Park Creative Centre and the artists of Milkweed Collective – for children in grades 5 through 8. In 2005, the program continued with the students’ work on display at Neilson Park Gallery for one week. Another successful program was “First Cuts” – Youth Film Video Festival – an artistic and technical filmmaking program for youth.

Other successful stories from stakeholders at the focus group included:

- Downsview Park Arts Alliance (DPAA) receives funding through the Culture Division. The collective is made up of nine community arts groups outside the downtown core that serve diverse communities and endeavour to share resources to enhance their programs. Recently DPAA together with the Culture Division, the Jane/Finch Neighborhood Action Plan and Downsview Park created the Downsview Mural Project, an innovative employment opportunity for youth in the Jane-Finch area.
- Culture Fest, a multicultural arts organization, supports an annual festival in the Malvern area. This festival, showcasing diverse artists and performers, has been enthusiastically received by youth who participate as well as attend. The program has grown tremendously since its inception five years ago.
- Other stakeholder groups identified successes in their ability to diversify their funding sources and create new partnerships in the private sector and with other organizations. All identified partnerships between the community, the city, Major Arts Organizations and each other, as key to enhancing the success of their own programs to serve the community.
- Other successes identified by the focus group members included: longevity of their organizations (some serving communities through the arts for over 40 years) effective and strong volunteer groups and the increase in youth volunteers. They also identified that a strength of their organizations has been the ability to adapt to the changing needs of their communities. Most of the stakeholders identified that they invest in outreach to embrace diverse communities to expand their programs and reflect diversity.

- ii. The groups also identified some of the major challenges they are facing.

The major areas identified as challenges were:

- Operational sustainability (having sufficient staff and financial resources for operating expenses to operate the organization as effectively as possible).
- Ability to promote and market services to a wider audience.
- Lack of affordable venues for programs; rehearsals and performances.
- Recognition – arts are integral to building, developing and nurturing neighbourhoods.
- Grant funding criteria – some stakeholders felt they sometimes fell between the cracks in the criteria for grants programs (City; Provincial; Federal).
- Stakeholders felt that the value of community arts is not widely understood. In particular, although community arts were run for the most part by very experienced volunteers, the category of ‘volunteer’ seemed to engender less support or respect for the validity of their programs.
- A key theme was the need for building capacity, for on-going funding. The stakeholders identified that in order to build and sustain organizational capacity they require money. These dollars are required for talent, capital, operations and marketing.
- Another major concern voiced by stakeholders is that they receive one-time or project funding rather than consistent long-term assured funding. Some identified this as a drawback in continuing innovative programs started with diverse groups. They stated that establishing new programs and outreach required building networks and long term relationships. One-time funding for projects would not allow them to sustain investment in continuing successful projects or collaborations on a long term basis.
- The stakeholders felt that an important and major way that the City of Toronto can influence the culture climate is through the assured continuity of the grants program with annual increases to support program delivery and operational needs. Stakeholders identified that they require a solid funding basis with the grants programs that supports the long term viability of community arts.

- iii. The stakeholder focus group also identified areas that they felt additional funding could be used to support the mandate of their organizations, recommendations in the Culture Plan and City Council priorities:

**A. Build Organizational Capacity for Long Term Viability of Community Arts:**

- This would include: investing in partnerships at all levels to leverage funds; to work more closely together with arts groups across the city to maximize resources; investing in marketing and outreach; – bring in greater revenues for self support and to let the community know what programs are available – make programs more accessible through communication efforts; develop or enhance venues for performance and rehearsal space; ensure that neighbourhoods have

affordable venues for the community to create; perform and develop future employment skills in the arts.

## **B. Build Program Development & Awareness**

- Currently stakeholders say they find it difficult to receive funding for a specific program or project to meet community needs for one year. With additional and sustained funding the groups said that they could better assure continuity of successful community arts programs; make more connections with diverse community groups to ensure inclusivity; offer art scholarships for youth; develop neighbourhood artist resource centres and community plays and offer programs to all in the community (i.e. youth; seniors etc.).
- One major issue mentioned by all stakeholders was the need for additional marketing and promotional support. Additional resources could help facilitate community partnerships (i.e. social services; arts organizations, businesses etc.) Greater awareness could also increase membership to local arts organizations; increase revenues; support new artists as well as build future audiences and increase participants. Greater awareness and marketing will also link the community arts to the bigger picture and assist in greater potential linkages with each other and with larger arts organizations and institutions across the city.

## **C. Build Community Participation**

- Stakeholders identified that the arts are an interactive experience and that participation can be enhanced in a number of ways other than merely increasing audience size. Additional funds could help deepen the communities' experience with art and add more members to the organizations.
- Promote accessibility, participation and inclusion by all community members to a wide range of arts forms.
- Share successful programs with other areas of the city – i.e. tour successful theatre shows, art exhibits, youth projects etc.
- Promote and support more emerging artists.
- Establish strategic alliances with other institutions, businesses and individuals across the city, increase funding sources.
- Improve the community through art; increase community's involvement with art; to provide more community members with the opportunity to experience art; and to stress the societal, community and other benefits of the arts.
- Establish youth employment programs and support out-reach networks to new communities.
- Foster innovative partnerships between arts, community agencies, schools, libraries, businesses and other community institutions.
- Invest in technology and tools that can help sustain programs and operations, and enable greater accessibility to art programs and resources by the community at-large.

Stakeholders at the focus group felt strongly that the arts serve as a source of entertainment, enrichment and fulfillment. They stated strongly that the arts were important and essential to quality of life. In addition, they promote openness to new ideas and creativity as well as help build competencies at school and work. In the community, they provide a variety of social and economic benefits, such as increasing the level of economic activity, creating safe and beautiful environments and promoting a sense of belonging and community pride. The arts create jobs and attendance at cultural events and also generates related commerce for hotels, restaurants, galleries and other businesses. All of the stakeholders felt strongly that the programs and organizations they are involved with express the city's rich cultural diversity and that arts in the community reinforces the individual's sense of belonging and identity as Torontonians.

Additional funding will allow more cultural planning to occur through community arts groups in conjunction with other community partners. Cultural planning and program implementation that consider the circumstances and needs of their communities and how the cultural assets of resources of the community can help reinforce a unique sense of place.

One major point emphasized by the stakeholders was that they stated that they often worked in partnership; collaboration or were supported by downtown arts groups or major arts organizations in a variety of ways. They stated that new funding for community arts outside the downtown core should not be at the expense of arts groups or institutions located in the downtown core. For additional information on programs and services provided or supported outside the downtown core by the Toronto Arts Council; major arts organizations in Toronto and the Culture Division see Attachment 1. For an inventory of youth programming provided by the Culture Division see Attachment 2.

The groups felt strongly that through additional funding the city would establish and enhance the conditions necessary for local cultural activity to flourish.

### Conclusions:

The stakeholder focus group stated that additional funding was essential for assuring the continued success of community arts programs; for building the capacity of local arts organizations for longevity and for continuing to develop new programs/services to meet emerging community needs. They emphasized that additional funds would ensure and encourage the widest possible audience to access the arts; share the creative process and to build the arts into everyday life.

Stakeholders felt strongly that additional funding for community arts organizations should not be at the expense of arts organizations located in the downtown core. Interaction between all arts groups promoted a more efficient and effective use of resources and larger arts organizations were supportive and an effective resource to some smaller arts organizations.

All stakeholders stated strongly that the arts enrich human experience; and that community arts are central to the vitality and health of neighbourhoods and of the city. The arts also provide a source of employment; stimulate economic development in growth; educate, entertain and

delight. All shared the same conclusion, an investment in community arts today will impact positively on the future of Toronto and its neighbourhoods.

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List of Attachments:

- Attachment No. 1      Additional arts programs offered and supported outside the downtown core by Toronto Arts council, Major Arts Organizations and the Culture Division
  
- Attachment No. 2      Culture Division youth-oriented program inventory, provided to the Toronto Youth Strategy August 2005

Attachment No. 1: Cultural programs and support provided outside the downtown core by the Toronto Arts Council; Major Arts organizations and the Culture Division

1. Toronto Arts Council – Supporting Community Arts outside the downtown core

- The Toronto Arts Council works with stakeholders outside the downtown core and in 2005 provided support to 128 organizations located outside the downtown core (out of a total of 428 organizations funded).
- Programming and the activity of the arts organizations that receive funding from the Toronto Arts Council does not always correspond to geographic location. Arts infrastructure (performance venues, galleries) as well as access to audiences means that many of the organizations located outside the downtown core offer programming in downtown venues, attended by audiences from across the city. The stakeholder group were positive about the interaction; support and often mentorship they receive from some larger arts organizations who are funded through the Toronto Arts Council.
- There are however, some organizations funded by Toronto Arts Council that program intensively within their communities (neighbourhoods) outside the downtown core:

Some success stories include:

- **UrbanNOISE** is planning a three-year project conducting arts training and producing an annual community arts festival in the Rexdale/Jamestown area. The program is building on the success Expect Theatre has had working with youth in Rexdale through their North Etobicoke Youth Project, as well as in their role as artists in residence with Albion Neighbourhood Services and the North Etobicoke Revitalization Project.
- **Lawrence Heights Community Health Centre** will host photographer Rodrigo Moren as artist in residence from December 2005 – November 2006. The artist will be working with six community members to develop photography and interviewing skills, and then creating a photo-text archive and exhibit based on interviews with a number of residents. Rodrigo Moreno, besides being an accomplished artist, is extremely dedicated to the Lawrence Heights community where he grew up.
- **The Children's Peace Theatre** hosted their fourth annual Peace Camp in the Crescent Town neighbourhood, July 4-30, 2005. Professional theatre artists worked with children, youth and adults, using workshops, play creation, and a public celebration to teach participants how to deal with conflict and violence
- The Toronto Arts Council also supports a number of organizations based in the downtown core that work intensively in neighbourhoods outside the downtown

core to bring art experiences to those who might not otherwise have such opportunities.

Some examples are:

- **Obsidian Theater Company** is dedicated to the exploration, development and production of the Black voice on the world stage. In October 2005 it produced *Born Ready*, a play about gun violence by young Toronto playwright Joseph Pierre, at Theatre Passe Muraille. It then took this production to Scarborough, performing it for youth audiences at the Driftwood Community Centre and Scarborough YMCA. After each performance, the cast would discuss the play and its issues with the audience.
- **Dusk Dances Festival** is a curated dance event that brings contemporary and traditional dance to urban and public parks. In 2005, Dusk Dances partnered with the Jane/Finch Community and Family Centre to work with youth in the Jane/Finch area to create a dance work that was mounted, at Driftwood Park in the Jane/Finch area.

2. Major Arts Organizations working with community arts groups outside the downtown core

**The Art Gallery of Ontario (AGO)** presents a variety of programs that attract participants from outside the downtown core. Youth oriented programs attract over 3,000 youth each year and 250 youth from a variety of communities volunteer at different AGO programs. Over the past year, the AGO initiated special programs with the community housing complex in Mabelle (Etobicoke) and Firgrove (Jane-Finch). The AGO is exploring additional projects in 2006.

**The National Ballet of Canada** offers outreach and education programs that attract participants across the city and from outside the downtown core:

- Exploring Ballet In-School Workshops – 40 workshops to be held between December 2006 - June 2006 – 10 of which will be conducted at high-needs schools outside the downtown core
- In School Performances (300 students attend each of the 12 to 16 performances)
- T-dot program offers approximately 25 young people in grades 10 and 11 at Toronto secondary schools the opportunity to attend and experience six very different theatre, dance and opera productions in Toronto (a partnership with CanStage, the Canadian Opera Company, Soulpepper Theatre Company, Tarragon Theatre and Ballet Creole). Performances are followed by discussion/workshop sessions.

- \$5.00 Tickets, an outreach programme that offers a limited number of \$5.00 tickets to schools and community agencies, which would not otherwise be able to attend a live performance. (Approximately 2,600 tickets)
- Share the magic – outreach sponsored programme. Provides free tickets to youth and families in Toronto and surrounding areas who would not otherwise have access to a live performance. Tickets are for final dress rehearsals.
- Nutcracker Open Houses (1,500 participants)

**The Toronto Symphony Orchestra** continues efforts to serve all areas of the City, while becoming more reflective of the community. In 2004/2005, the TSO performed to just over 230,000 audience members with 106 performances. Audience members come from every ward and over the past several years the Orchestra has taken steps to greatly diversify its audience, working extensively with ethnic communities and with those under the age of 30, to considerable effect.

- The Toronto Symphony Orchestra also runs the largest education operations in the Canadian performing arts field and is one of the largest, if not the largest in North America. Their education programs serve approximately 70,000 students annually from schools in every ward. All 44 wards had schools participating in these concerts over the past year, a total of 165 schools.
- The Adopt a Player program – a more focused program with musicians from the Orchestra working with classes in eighteen different schools to create new pieces of music.
- The Inspiring Youth Program works with schools in economically challenged areas of the City. Hundreds of tickets are disbursed through this program and the TSO maintains close ties with local organizations to conduct the disbursements.

3. Culture Division Arts programs outside the downtown core of the City of Toronto:

In addition to supporting local arts organizations (urbanArts; Scarborough Arts Council, Lakeshore Arts, Arts Etobicoke, Downsview Park Arts Alliance) etc. the Culture Division also has a variety of arts programs and services that serve residents outside the downtown core.

A few examples:

The Culture Division Arts services unit has collaborated with partners on numerous projects across the city involving youth-at-risk. One example is the “Bold Teen Initiative”, in conjunction with the Toronto District School Board and

Parks, Forestry and Recreation to engage youth in telling their stories and documenting their experiences using photography, creative writing and comic book art working side by side with professional artists. Through engagement in the arts, youth express their uniqueness, gain valuable skills and knowledge from positive role models in the arts, and imagine future employment opportunities. The result was a reception and a showing of the students' work which will then travel as an exhibit to different locations in the city (for more information about Culture Division youth oriented programs see Attachment 2).

Culture facilities located outside the downtown core provide art galleries, rental facilities and artistic classes for the whole community. In particular, facilities like the Assembly Hall offer affordable venues for special needs local artists groups like the Laser Eagles which provides artistic opportunities for people with limited or no speech and with limited mobility. The Assembly Hall; Cedar Ridge Creative Centre; Neilson Park Creative Centre; Franklin Carmichael Art Centre and the Etobicoke Civic Centre Art Gallery also support new and emerging artists in the community offering advice; support and reasonable rates for showing.

Attachment No. 2: Culture Division Inventory submitted to the Toronto Youth Strategy August 2005

### 1. Education, Employment and Income

Toronto will be a city where youth have the best possible supports to reach their full potential in education and employment. As a result, they will enter the next phase of their lives equipped with the tools and knowledge they need to be financially resilient, and confident about their future.

<b>Education, Employment and Income</b>	
As a <b>Service and Facility Provider</b> , the City will:	
<p>1. Outreach and provide support to marginalised youth and communities to remove the barriers they face in entering the work force.</p>	<p>Arts Services: Ongoing participation in the City’s Neighbourhood Action Committees outreach to marginalised youth; provides training in artistic processes and soft skills to enhance employability in the arts &amp; culture sector.</p> <p>Montgomery’s Inn: Through a partnership with Jumblies Theatre and Toronto Community Housing - provided outreach and support to marginalised youth in the Mabelle community through hiring a youth with outreach experience working with marginalized youth. As a result, Jumblies hired two additional youth from the marginalized community and provided support to 15 other youth as well as the Mabelle community itself.</p> <p>Fort York: Mural Project: a collaboration between Historic Fort York, the Tecumseh Collective and Tumivut Youth Shelter, <i>Niinwin Dabaadjmowin - We Are Talking</i>, is an 80 foot mural which depicts the original story of the Anishnaabe people. The endeavour sought to engage young people from the Tumivut Youth Shelter in the artistic process.</p>
<p>2. Outreach and provide support to marginalised youth and communities to encourage youth to complete public school and access post-secondary education, and to remove the barriers they face to doing this.</p>	<p>Montgomery’s Inn: In partnership with <b>Changing Ways Violence Prevention for Youth and Children</b>, Jumblies and Toronto Community Housing provided outreach to youth and the community at Mabelle that encouraged youth to complete school and remove barriers.</p>

Education, Employment and Income	
As a <b>Resource Provider</b> , the City will:	
3. Provide both mentorship and internship programs for youth.	<p>Arts Services: Internships and coop placement were offered to youth in 2003-2005.</p> <p>Cedar Ridge Creative Centre: Junior Leader program- Leadership training for Youth ages 14-17</p> <p>Mackenzie House: Internship opportunities are available</p> <p>Spadina Museum: Provide volunteer opportunities for Youth as “Junior Leaders” at Summer Art &amp; Drama and Archaeology Camps. 2005 - summer interns from the Masters of Public History program at Western and from the post-graduate certificate program at Sir Sanford Fleming College.</p> <p>Museums: Museum Studies interns from U or T are encouraged to participate in programs ( 4 students involved in 2005)</p> <p>Scarborough Historical Museum: Youth Mentoring Program provides a full program of training, orientation, mentorship and recognition for its youth volunteers. Over fifty youth participate in the program, contributing between 50 and 300 hours. Scarborough Museum also provides internships and cooperative learning opportunities.</p> <p>Gibson House Museum: offers internship opportunities to U of T Masters of Museum Studies students (2002 &amp; 2005) as well as co-op opportunities for TCDSB students</p> <p>Montgomery’s Inn: Through work with guest artists, Changing Ways, Jumblies and TCHC - provided mentorship for youth and the community.</p> <p>Todmorden Mills Heritage Museum and Arts Centre offers</p>

Education, Employment and Income	
	<p>mentorship for high school students who display their graduating class projects in a public exhibit at the Papermill Gallery. At present, two high schools participate in this on an annual basis. Training includes information about installation and contemporary issues in curatorship of exhibits. Staff mentor students throughout this process, encouraging youth to consider a range of careers in the cultural sector following graduation and the pursuit of skills in these areas through formal post-secondary education.</p> <p>Fort York: Fife and Drum and other volunteers (Community Gardening) during the summer months.</p>
<p>4. Provide a wide range of year-round employment opportunities for youth, including casual, part-time, and full-time positions.</p>	<p>Arts Services: In collaboration with internal and external partners, art programs and projects implemented for youth (eg. Downsview Mural, Springfest, Set Props Costume Design).</p> <p>Cedar Ridge Creative Centre: Have numerous employment opportunities for Youth. Often work with colleges and universities for co-op opportunities for Youth. 2005 camp co-ordinator was a co-op student from University of Toronto.</p> <p>Spadina Museum, Todmorden Mills Museum &amp; Mackenzie House: When openings occur in the part time work force, youth are welcome to apply for these positions.</p> <p>Scarborough Historical Museum: provides year round part time employment to youth, as well as full time during the summer.</p> <p>The Gibson House Museum: part time Historical Interpreter team currently includes 7 staff members age 29 and under. This is year round employment in positions responsible for delivering education programming.</p>

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	<p>Montgomery's Inn: In partnership with Jumblies Theatre and Toronto Community Housing provided seasonal, full time employment for two youth on the project. Montgomery's Inn provided part time year round employment for one youth in addition, for research on the project, and for work at the Inn (including retail training and employment).</p> <p>Fort York: part time staff in the summer months and summer job opportunities provided via the Friends of Fort York (Summer Guard).</p>
<p>5. Ensure all youth have equal access to City jobs, internships, and mentorship opportunities, and outreaches to communities to bring them the information the need to access these opportunities.</p>	<p>Arts Services: For internships, job advertisements were posted through major educational institutions and Local Arts Service Organizations. For programs, outreach was done through the Neighbourhood Action mechanism including working with interdivision staff and outreach workers and community agencies</p> <p>Cedar Ridge Creative Centre: Jobs listed on internet and recruitment flyers in Parks and Recreation employment outreach</p> <p>Scarborough Museum posts internal city positions and counsels youth on resume building, and interview skills.</p> <p>Todmorden Mills posts openings on web sites and sends job postings to major educational institutions.</p> <p>Montgomery's Inn: All postings are made available to youth working at the Inn and through the Montgomery's Inn, Jumblies Theatre and Toronto Community Housing collaborative.</p>
<p>6. Pay the youth it employs a living wage, and will not hire youth so that it can lower costs.</p>	<p>All Culture operations: no distinction between adults and youth in employment practices – offer same wages and working</p>

<b>Education, Employment and Income</b>	
	conditions.
7. Implement a staff development plan to ensure youth advance to positions that build their skills and responsibilities within the City.	<p>Arts Services: Staff tries to bring youth into positions that build their skills and responsibilities on a case by case basis.</p> <p>Cedar Ridge Creative Centre: Staff are promoted as skill sets grow</p> <p>Scarborough Historical Museum: Youth volunteers with adequate experience have the opportunity to successfully apply for part time positions at Scarborough Museum.</p> <p>Montgomery's Inn: staff tries to ensure and advance youth to positions that build their skills and responsibilities on a case by case basis. Youth volunteers with adequate experience have the opportunity to successfully apply for part time positions. The Inn encourages youth volunteers who can increase their skills through placement at the Inn.</p> <p>Todmorden Mills promotes staff as skill sets grow.</p>
8. Implement an employment equity plan to ensure its workforce reflects the diversity of the city's communities.	All Culture: Ongoing compliance with the Division's Access & Equity guidelines.
9. Seek out employers that provide high-quality jobs to youth in all of its contracting, purchase of service and granting processes.	<p>Arts Services: Ongoing advice to Local Arts Service Organizations (City grant recipients) to engage youth in all levels of decision-making processes and inclusion of youth on their board.</p> <p>Montgomery's Inn: establishes partnerships with organizations who target and work with youth such as Jumblies and the Toronto Food Policy Council.</p>

<b>Education, Employment and Income</b>	
<p>10. Use its own actions as a <b>Resource Provider</b> to encourage other orders of government, the private sector, and the voluntary sector to develop employment opportunities for youth that:</p> <ul style="list-style-type: none"> <li>• Further their professional development;</li> <li>• Are available across a broad range of professions and skilled trades;</li> <li>• Allow youth to manage their own affairs;</li> <li>• Provide opportunities to take on increasing responsibility;</li> <li>• Provide for a range in the number of hours worked per week;</li> <li>• Enable them to establish and sustain their own businesses;</li> <li>• Provide a sense of personal accomplishment; and</li> <li>• Are in safe and healthy environments.</li> </ul>	<p>Arts Services: Through the Community Neighbourhood Action mechanisms, programs are being developed with internal and external partners to develop employment opportunities for youth.</p> <p>Montgomery's Inn: invited Jumblies Theatre into the neighbourhood and initiated a partnership with Jumblies Theatre and Toronto Community Housing to encourage community development and work with youth in the Mabelle community.</p>
<p>11. Work in partnership with the school boards and diverse youth communities, to advocate for a public school system that:</p> <ul style="list-style-type: none"> <li>• Reflects the diversity of youth in its curriculum, administration, teachers, parent councils and Board;</li> <li>• Keeps the full range of options for public and post-secondary education open throughout their schooling;</li> <li>• Empowers all youth to reach their full potential; and</li> <li>• Empowers families to get involved in the education of youth.</li> </ul>	<p>Montgomery's Inn: programs advocate diversity and encourage creative expression, especially programs such as the Singing of Birds and programs under development in cooperation with the Toronto District School Board and the AGO. The Singing of Birds was developed for diverse communities and to educate about diversity. The Inn's oral history program also focuses on diversity and trains youth participants in its collection and interpretation.</p>
<p>12. Work in partnership with community partners to advocate for a comprehensive income distribution system that:</p> <ul style="list-style-type: none"> <li>• Creates incentives to work;</li> <li>• Provides wages that do not create poverty; and</li> <li>• Does not trap youth and their families in poverty.</li> </ul>	<p>Montgomery's Inn: works in partnership with agencies such as Jumblies, Toronto Community Housing, the George Hull Centre for Children and Families, the Toronto Food Policy Council and others who support these goals.</p>

<b>Education, Employment and Income</b>	
As a <b>Facilitator</b> , the City will:	
13. Work with other orders of government, labour, the private sector and community partners to increase the number and range of high quality non-City jobs for youth.	Montgomery's Inn: is furthering these goals through its partnership with Jumblies Theatre and Toronto Community Housing.
14. Work with community partners to create an improved awareness of the high rate of youth unemployment and increase local job opportunities for youth.	Montgomery's Inn, Jumblies Theatre and Toronto Community Housing has hired youth and will continue to do this.
15. Work with the school boards, community partners and the private sector to improve the transition from school to work.	Montgomery's Inn, Jumblies Theatre and Toronto Community Housing will further these goals through their work with the community.

## 2. Families, Communities and Neighbourhoods

Toronto will be a city where youth live in families, communities and neighbourhoods that are safe, trusting, and nurturing. Their families, communities and neighbourhoods have the best possible supports so that youth can develop the tools and knowledge they need to be socially, emotionally and physically resilient. They are places where youth enjoy life, fulfil their responsibilities, and develop a sense of confidence in the future.

The City recognises that youth’s families and living conditions take on many different forms, and that these may not be of their own choosing. Youth may be living on their own, leading their own families, living as a part of their childhood families, in foster care, and in intimate relationships. They may have different roles in their families, including those of parent, child, income provider, and translator. They may be housed, living with friends or relatives, or homeless.

<b>Families, Communities and Neighbourhoods</b>	
<b>As a Service and Facility Provider, the City will:</b>	
<p>1. Develop a list of baseline programs, services and facilities that are required in every neighbourhood to support the healthy social, emotional, and physical well being of youth and their families. (<b>Note:</b> Please list your division’s “core” programs/services/initiatives/facilities in two categories: those specifically designed for youth and their families, and those designed for a broader population but used by youth and their families).</p>	<p><b>Designed for youth and their families:</b></p> <p>Colborne Lodge, Todmorden Mills Museum: Family Cooking Classes: Teens and their families cook 19<sup>th</sup> century recipes together in the historic kitchens.</p> <p>Cedar Ridge CC: offers a wide variety of programs for youth such as camps, and youth courses,</p> <p>Friday nights at Cedar Ridge are being scheduled as Youth Night with classes available in Creative Clay, Drawing and Painting, Knitting, Fine Art for Youth, Cartooning and Beaded Jewellery</p> <p>Rakudu is a special event that is done in partnership with the Toronto District School Board and Cedar Ridge where youth come from all over the city to a special raku firing of their pottery. Approximately 250 youth per year attend</p> <p>Cedar Ridge CC is actively involved in Community Outreach with staff working with both the Malvern and Kingston</p>

## Families, Communities and Neighbourhoods

### Galloway NAP

Cedar Ridge's Gallery encourages young emerging artists to display their works here through both our contemporary and regular gallery program

Arts Services: Provides opportunities for youth performance and involvement in specific arts programming (eg. Asian Heritage month, Go Outside the Box)

**All of the Culture Division's 10 museum sites provide specific and curriculum based educational youth programs. Youth visit the sites with their school classes. Here are some examples of these programs at Spadina and Scarborough Museum:**

### **Spadina Museum:**

**WWI-A Toronto Family's Experience** For Youth Gr. 7 to 12. This participatory program confronts students with the personal experiences of a prominent Toronto Family before, during and after the Great War.

**Boom & Bustle-Changing Canadian Society** For Youth Gr. 7 to 12. Students explore historic rooms, documents and artefacts to discover social and technological changes in Toronto between 1866 and 1914.

**Patterns in Human Geography** for Youth Gr. 7 to 12. Students explore the impact people have had on the landscape surrounding Spadina Museum between 1818 and the present through an exterior walking tour and interior house tour.

### **Scarborough Museum:**

**Making History Now** is provided to Grades 7's and 8's and

## Families, Communities and Neighbourhoods

involves a speaker's corner concept of personal histories, giving pride of background and place to students.

Gibson House: student volunteer program supports students social well being by giving them a chance to develop social relationships with young children in programs, with volunteer colleagues with shared interests and older youth who have made community museum work their career choice.

**Spadina: Historical Theatre Workshop for Teens** For youth aged 13-18 years. Participants learn the intricacies of portraying another time in history on stage or screen with special attention on details of costuming, setting and appropriate deportment of actors.

Montgomery's Inn:, Jumblies Theatre and Toronto Community Housing is offering theatre workshops, storytelling workshops, prop making and other workshops for youth and their families in Mabelle. Over the next two years, youth and their families will be involved in every aspect of the preparation and delivery of a theatre project.

Montgomery's Inn, Jumblies and Toronto Community Housing will also facilitate oral history workshops for youth that will facilitate intergenerational work.

The Inn offers cooking workshops for youth and their family, theatre activities through the Singing of Birds and other programs.

Scarborough Museum: encourages students to participate in oral history projects and empowers students to tell their own story through its Making History Now new media outreach program.

Families, Communities and Neighbourhoods	
	<p><b>Designed for broader population:</b></p> <p>All museums offer tours and public events which are used by youths and their families. Exhibits, publications and information are made youth friendly.</p> <p>Bibliography of Toronto History website available to all, however a significant portion of site visits is by school age youth engaged in research.</p> <p>Cedar Ridge Creative Centre, Todmorden Mills Museum: Anyone over the age of 19 can register in any adult programs.</p> <p>Todmorden Mills Museum provides family programs that encourage intergenerational interaction through historic cooking classes and other special weekend programs.</p>
<p>2. Develop a list of additional specialised services and resources to help marginalised youth, their families, communities and neighbourhoods to overcome the significant barriers that they face.</p>	<p>Youth and their families:</p> <p>Cedar Ridge CC: 2005 partnered with the Precious Gems project where at risk youth in Kingston Galloway were sponsored to come to the Expressions Camp</p> <p>Arts Services, East District: in partnership with other City Divisions and agencies, developed two new arts initiatives in 2005 as part of Neighbourhood Action in Malvern and Kingston Galloway—an animation program and the arts component of a youth garden.</p> <p>Arts Services, West District: for 2005, in partnership and other City Divisions and Agencies, provided a literary program with printmaking workshops in Neighbourhood Action area Jamestown; facilitated summer African</p>

<b>Families, Communities and Neighbourhoods</b>	
	<p>drumming and dance program in Jamestown. Aboriginal drumming and dance programs were also held at LAMP and the Power House in south Etobicoke.</p> <p>Scarborough Museum works closely with 50 youths each summer, providing feedback, resume building, social skills, employability skills, performance reviews, and nominating them for community, municipal and provincial awards.</p> <p>Montgomery's Inn, Jumblies Theatre and Toronto Community Housing will continue to offer training around community safety – against bullying and other issues the community raises. Resources will come from artists and organizations brought in for specific topics/training.</p>
3. Develop a budget process that prioritises investment in baseline community and neighbourhood programs, services and facilities and additional supports for marginalised communities.	<p>Arts Services: advocated and received funds in its 2005 operating budget specifically for youth outreach programming.</p> <p>In 2006 Montgomery's Inn will continue to set aside funds and in kind support for its work with Mabelle and Jumblies.</p>
4. Conducts regular audits of all of its programs, services and facilities from a youth perspective to ensure they are welcoming, safe and respectful of youth and meet their diverse needs.	<p>Montgomery's Inn, Jumblies Theatre and Toronto Community Housing's work in Mabelle, and other new Inn initiatives will meet these goals where possible .</p>
5. Ensures that accessible information is available to marginalised youth and communities about the City programs and services available to support them. It conducts outreach to increase the number of youth using City programs and services, and works to remove barriers to participation for marginalised youth.	<p>We will continue to ensure this information is accessible and through Jumblies, will continue to conduct outreach to youth in Mabelle.</p>
6. Ensure every neighbourhood has low-cost, accessible space available for community-based initiatives and programs, including community meetings. It will develop and implement	<p>Montgomery's Inn: During open hours, provides meeting space when it is available, at no cost. Evenings and weekends, our policy is to provide space at no cost if other</p>

<b>Families, Communities and Neighbourhoods</b>	
clear and accessible guidelines for the structured and unstructured use of these spaces, and ensure these spaces are accessible to youth.	clients have already space for staff.
<b>As a Resource Provider, the City will:</b>	
7. Show leadership in its efforts to eliminate hate and discrimination by providing anti-oppression training for all staff and Councillors on an ongoing basis.	Arts Services: A leadership development workshop re working with people with disabilities was delivered in 2005 for staff and colleagues in the field.  Leadership training workshops for community artists and arts organizations to work with youth at risk through the arts in 2004.
8. Require that community organizations funded to provide services to youth develop an outreach plan that reaches diverse and marginalised youth. The City will hold organisations accountable for the implementation of their plans.	Arts Services: Local Arts Service Organizations; Downsview Park Arts Alliance – City funds recipients deliver strong youth programming for diverse youth.
<b>As a Facilitator, the City will:</b>	
9. Help communities build safety by facilitating discussions, encouraging people to get involved in their communities and neighbourhoods, and providing funding for community-driven safety initiatives.	Montgomery’s Inn, Jumblies Theatre and Toronto Community Housing focuses community discussion and involvement in issues facing the community such as safety and those facing youth such as bullying – through workshops, acting, theatre programs, videos and other means of creative expression.

### 3. Engagement

Toronto is a city where youth are active participants in their families, communities, and neighbourhoods. They have a sense of purpose and responsibility, and make valuable contributions to the health and well being of their city. Toronto will be a city where youth are supported to reach their full potential in this area, and where their contributions are recognised.

<b>Engagement</b>	
As a <b>Service and Facility Provider</b> , the City will:	
1. Involve youth in the planning, delivery and evaluation of City programs, services and facilities. Youth will be supported in these processes according to the best practices for youth engagement.	<p>Gibson House: Student volunteers assist in delivering the Museum programs to children and families from their neighbourhood.</p> <p>Montgomery’s Inn, Jumblies Theatre and Toronto Community Housing involves youth in the planning and delivery of its programs.</p> <p>Fort York: Working closely with the Friend of Fort York (volunteers to encourage the participation of youth – in terms of getting new members and involving them in various processes)</p>
2. Ensure that the Toronto Youth Cabinet is adequately supported and resourced to meet its mandate across the City of Toronto.	<p>Arts Services: Ongoing collaboration with TYC on its annual event “The Cause” to recognize accomplished youth who has contributed immensely through arts and culture activities. (Identify ‘N Impact – Building Community through the Arts Award).</p>
3. Involve youth as advocates and promoters of its programs, services and facilities.	<p>Scarborough Museum: actively seeks youth volunteers through Volunteer Fairs in local high schools, as well as advertises in the Toronto Volunteer Centre.</p> <p>Montgomery’s Inn, Jumblies Theatre and Toronto Community Housing involves youth in its programs – either as volunteers, paid part time staff or through all the activities of the theatre and community arts program.</p>
As a <b>Resource Provider</b> , the City will:	
4. Provide a wide range of year-round, meaningful volunteer	Spadina Museum: youth volunteers help with special events

Engagement	
<p>opportunities for youth.</p>	<p>such as Doors Open, Strawberry Festival and Christmas programming.</p> <p>Colborne Lodge: Community volunteer program: Colborne Lodge works with local collegiates to offer volunteer opportunities which both provide community service required for high school matriculation and career-related experience.</p> <p>Arts Services: All operations offer volunteer opportunities to youth and provide community service required for high school matriculation and career-related experience.</p> <p>Gibson House Museum: offers student volunteer positions to youth aged 14 – 18 years. Student volunteer program offers students a chance to complete their 40 hours of volunteer service, connect with children in their community, learn from staff members, develop an understanding of a museum working environment and gain a reference to add to their resumes and University &amp; College applications.</p> <p>Montgomery’s Inn provides year round volunteer opportunities for youth. Montgomery’s Inn, Jumblies Theatre and Toronto Community Housing provides opportunities during the non-summer months.</p> <p>Todmorden Mills Museum provides youth opportunities to volunteer throughout the year in public programs and encourages the development of skills in dealing with the public.</p> <p>Fort York: open year-round with opportunities to volunteer in the historic kitchen, as well as opportunities to volunteer via the Friends of Fort York</p>
<p>5. Require grant-funded organizations to develop an action plan to ensure youth are actively engaged in their decision-making, and will hold them accountable for this</p>	<p>Arts Services: Multi year agreements with the Local Arts Service Organizations ensure the their programming is aligned with City</p>

Engagement	
plan.	priorities and Culture Plan Goals
<b>As a Facilitator, the City will:</b>	
6. Ensure that all City agencies, boards, commissions, task forces and other bodies have youth representatives, and that these representatives are supported according to best practices for youth engagement.	Montgomery's Inn: currently attempting to recruit a youth representative for its advisory board, and will support that person according to best practices for youth engagement.