

# MARYMOUND'S EQUITABLE STANDARDS ACTION PLAN

## OVERVIEW









Marymound was a key stakeholder in responding to the Call to Action from local consultations held in the spring of 2022. The organization provided a formal commitment to pilot the Equitable Standards for Transitions to Adulthood for Youth in Care Evaluation Model. This initiative was launched to ensure the programs at Marymound align with best practices for supporting youth in care as they transition to adulthood.

The Independent Options Program (IOP) and Young Parents Program (YPP) at Marymound committed to participating in the evaluation process, officially launching its efforts in January 2023. Throughout the calendar year, the IOP/YPP team worked diligently through the model's modules and steps. This engagement aimed to assess the program's current efforts in supporting young adults and identify areas for improvement.

Over a two-year period, the evaluation process highlighted numerous strengths within the program and provided a framework to set goals for ongoing development. Marymound has since begun implementing these goals, structured as short-, medium-, and long-term objectives. This report outlines these goals and tracks the progress made toward achieving them.

Marymound's engagement in the Equitable Standards Evaluation Model has reaffirmed its commitment to supporting young adults and young parents transitioning from care. By leveraging program strengths and addressing areas for improvement, Marymound is well-positioned to drive meaningful, sustainable change for its clients. This report serves as a roadmap for ongoing development and a testament to the organization's dedication to excellence.

## PILLARS

<b>1</b>  <b>Financial</b>	Every young person should have the financial resources required to meet their needs. Youth in care deserve to have a financial starting point that is above the poverty line and allows them to pursue their career interests and dreams.	<i>IOP/YPP focuses on helping clients develop financial literacy, which includes managing household budgets, rental payments, grocery shopping, and other living costs. Clients are supported in securing employment or re-engaging in educational programs, promoting their financial independence.</i>
<b>2</b>  <b>Education &amp; Professional Development</b>	Every young person should experience an environment where they can learn and grow in ways that are meaningful to them and at their own pace.	<i>IOP/YPP ensures that clients are supported in succeeding in school or work experiences. The ILTF and FEF help clients re-engage in education, collaborating with school staff, case managers, and other stakeholders to align educational goals with clients' personal development.</i>
<b>3</b>  <b>Housing</b>	Every young person should have a place they can call home, without strict rules and conditions to abide by.	<i>Housing assistance is critical in both IOP and YPP. In Stage 1, clients are helped to secure market rental apartments, focusing on independent living. This step fosters autonomy and provides the foundation for independent living and prevents the cycle of homelessness.</i>
<b>4</b>  <b>Relationships</b>	Every young person should have people in their life that they can count on unconditionally and interdependently. Youth in care need to feel that they belong, have worth and are valuable members of their communities.	<i>The development of positive relationships is emphasized in both IOP and YPP, which prioritizes attachment and family connections. Clients are supported in building relationships with their natural families or other key figures, including family visits and reunification planning, contributing to emotional growth.</i>
<b>5</b>  <b>Culture &amp; Spirituality</b>	Every young person should be connected to their culture and spirituality, in ways that are meaningful to them, safe, and at their own pace.	<i>IOP/YPP promotes engagement in activities related to cultural identity and spirituality, helping clients feel connected to their roots and fostering a sense of belonging and respect for their heritage.</i>
<b>6</b>  <b>Health &amp; Wellbeing</b>	Every young person should be provided with timely ongoing services and benefits that support their lifelong health and well-being. These supports need to be offered within a trauma-informed, non-judgmental harm reduction approach, without significant wait times.	<i>Clients in IOP/YPP receive support for maintaining regular medical care, including doctor, dental, and optical appointments. The ILTF and FEF ensure clients' physical health is managed, as well as their emotional and mental wellbeing, addressing crises and any social factors that may impact their progress.</i>
<b>7</b>  <b>Advocacy &amp; Rights</b>	Every young person should have their rights respected and should experience environments where their voices are heard, and their silence is addressed holistically.	<i>Advocacy is a fundamental aspect of IOP/YPP. The ILTF and FEF work closely with Clinical Case Managers to advocate for clients' rights, ensuring they have access to necessary services and are protected in areas such as child welfare and reunification plans.</i>
<b>8</b>  <b>Emerging Adulthood Development</b>	Every young person should experience environments that cultivate personal growth and development as they transition into adulthood.	<i>IOP/YPP focuses on supporting clients during their transition to adulthood, emphasizing the acquisition of independent living skills. Clients develop competencies in managing household responsibilities, financial independence, employment, and parenting.</i>

**Acronyms:** IOP-Independent Options Program  
YPP-Young Parents Program

ILTF-Independent Living Transition Facilitator  
FEF-Family Enhancement Facilitator

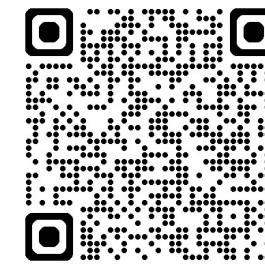
CCM-Clinical Case Manager  
PM-Program Manager

## COMITTMENT TO YOUNG ADULTS IN OUR PROGRAMS

Financial	Educational & Professional Development	Housing	Relationships	Culture & Spirituality	Health & Wellbeing	Advocacy & Rights	Emerging Adulthood Development
Assist in dispersing allocated funds for apartment living, focusing on budgeting & money management.	Facilitate attainment of education or employment goals, including assistance with school or training program registration.	Locate an appropriate apartment and assist the client in the move, including the purchase of necessary household items and infant furnishings.	Support the client in building positive, trusting relationships with their Independent Living Transitional Facilitator (ILTF)/Family Enhancement Facilitator (FEF).	Facilitate weekly program activities reflecting cultural themes and practices.	Address risks such as mental health stability, addictions, and relationship dysfunctions.	Actively participate in treatment planning, case conferences, and supervision meetings with the Clinical Case Manager.	Support the client in navigating the transition from dependent living to independent adulthood.
Monitor & teach financial independence skills using the Independent Options Checklist.	Support the client's continuation in education and/or work experience or employment.	Transition the client from their present living situation to a market rental apartment within the City of Winnipeg.	Provide ongoing emotional support and involve the client's support system as required.	Promote cultural awareness and connection through psycho-educational sessions.	Promote health and safety education, including nutrition and food safety.	Advocate for the client in accessing necessary community resources and support systems.	Provide opportunities to practice and develop life skills in authentic settings, such as time management, cooking, and laundry.
Provide opportunities to observe & calculate comprehension of financial tasks such as budgeting & purchasing household necessities.	Assist in connecting with community resources that support education and professional growth.	Teach housing-related skills such as cleaning, maintenance, household organization and safety in daily living.	Promote relationship and communication skills through weekly program activities.	Encourage participation in activities that support spiritual and cultural identity as part of holistic well-being.	Monitor and teach personal health and safety skills as part of independent living.	Educate the client on their rights and responsibilities as a parent & independent adult.	Promote self-sufficiency and responsibility through guided practice and ongoing support.
Monitor & teach financial independence skills, including budgeting for infant furnishings & household needs.	Provide opportunities for skill-building to promote self-sufficiency in education and employment.	Support the client in learning to live independently with increasing responsibility over time.	Aid in establishing healthy relationships with family, significant others, and friends.	Incorporate the Two-Eyed Seeing Model by creating balance, understanding, and a visual healing path that feels right for the client.	Support the client in developing parenting skills and positive coping mechanisms through modeling, teaching, and support.	Address treatment goals and objectives collaboratively with the client and their support network.	Encourage participation in team-building activities to foster personal growth and support the client in navigating the transition from dependent living to independent adulthood.
Provide opportunities to practice and develop life skills such as time management, cooking, laundry, and job maintenance.	Promote the importance of education, work ethic, and becoming a positive community member.		Support young couples in building healthy relationships by assisting with counseling service research, encouraging participation, and exploring agency support for counseling sessions.	Foster exploration of ancestry, genealogy, and genograms by engaging young adults in discussions, following their lead for further information, and seeking agency support.	Promote advocacy and rights by ensuring all staff are trained in harm reduction and rehabilitation, applying this knowledge in their work and maintaining ongoing training for new hires.	Participate in family reunification and transition planning.	Encourage participation in team-building activities to foster personal growth and confidence.
Develop budgeting skills by researching inflation, EIA rates, and basic needs costs, collaborating with stakeholders, and proposing adjustments to funding packages.			Develop therapeutic relationships with clients through contact and independent living activities, programming, and recreation activities.	Develop a comprehensive directory of cultural resources, programs, and events by reviewing cultural calendars weekly, encouraging regular engagement with the cultural department, sharing community opportunities, offering monthly programming, attending events with youth, promoting cultural activities at admission, and creating a dedicated cultural space.	Create and distribute a Rights, Resources, and Supports Welcome Kit during admission meetings, including youth advocacy materials, training resources, and a booklet to support understanding and access to services.	Assess, support, and intervene with any child protection concerns in collaboration with appropriate child welfare agencies.	Encourage participation in team-building activities to foster personal growth and confidence.
					Research health advocates or legal representatives specializing in accessing their entitlements.	Identify presenters for psycho-educational programming on post-majority rights, social media literacy, and youth advisory committees while booking and following up with resources to support youth and continuously updating the resource list.	Explore and evaluate the feasibility of implementing a Transition to Adulthood Ceremony by investigating existing ceremonies within the agency or cultural department.
						Establish the Marymound Youth Advisory Committee by integrating it into strategic planning, assigning a lead, identifying potential youth participants, and hosting an inaugural meeting.	Develop a digital directory of Transition to Adulthood supports and services, incorporating cultural resources, programs, and events, while providing physical copies and regularly updating the platform.

Achieved & Ongoing Goals	Short-Term Goals	Intermediate Goals	Long-Term Goals
<p><b>Goal:</b> Increase Budget for DLC</p> <p><b>Actions:</b></p> <ol style="list-style-type: none"> <li>1. Research inflation rates.</li> <li>2. Research EIA rates.</li> <li>3. Research costs of basic needs.</li> <li>4. Set meetings with collaterals.</li> <li>5. Propose changes to funding packages.</li> </ol> <p><b>Specific Persons Responsible:</b> PM <b>Timeframe:</b> January 2024</p> <p><b>Goal:</b> Emergency Kits &amp; Safety</p> <p><b>Actions:</b></p> <ol style="list-style-type: none"> <li>1. CCMs to purchase emergency kit supplies for all youth.</li> <li>2. Assemble emergency kits for distribution.</li> <li>3. Distribute kits in Christmas stockings.</li> <li>4. Establish as an annual practice.</li> </ol> <p><b>Specific Persons Responsible:</b> CCM &amp; PM <b>Timeframe:</b> December 2023</p> <p><b>Goal:</b> Substance Use Harm Reduction &amp; Rehabilitation Supports</p> <p><b>Actions:</b></p> <ol style="list-style-type: none"> <li>1. Register all staff for harm reduction &amp; rehabilitation training.</li> <li>2. Ensure all staff attend training.</li> <li>3. Implement training in work with young adults.</li> <li>4. Register new staff for training within six months of hire.</li> </ol> <p><b>Specific Persons Responsible:</b> CCM, All Staff. <b>Time Frame:</b> December 2024 (Current staff achieved, new staff ongoing).</p> <p><b>Goal:</b> Enhanced Support for Family Reunification</p> <p><b>Actions:</b></p> <ol style="list-style-type: none"> <li>1. Policies and procedure should be revised to provide consistent, long-term support to clients involved in reunification plans during and after the process.</li> </ol> <p><b>Specific Persons Responsible:</b> CCM, PM, Director of Programs <b>Time Frame:</b> January 2025-Ongoing</p> <p><b>Goal:</b> Culturally Inclusive Programming</p> <p><b>Actions:</b></p> <ol style="list-style-type: none"> <li>1. Ensure that all activities and programming are culturally relevant and accessible, integrating cultural identity and spiritual beliefs more deeply into the daily lives of clients.</li> </ol> <p><b>Specific Persons Responsible:</b> CCM, PM, Director of Programs <b>Time Frame:</b> January 2025-Ongoing</p> <p><b>Goal:</b> Improved Financial Literacy Programs</p> <p><b>Actions:</b></p> <ol style="list-style-type: none"> <li>1. Develop and implement robust financial literacy programs tailored specifically to youth transitioning to independent living, helping them build skills that will ensure long-term success.</li> </ol> <p><b>Specific Persons Responsible:</b> CCM, PM, Director of Programs <b>Time Frame:</b> January 2025-Ongoing</p>	<p><b>Goal:</b> Expand Resource List of Presenters</p> <p><b>Actions:</b></p> <ol style="list-style-type: none"> <li>1. Find presenters for psycho-educational programming on: <ul style="list-style-type: none"> <li>+ Post-majority rights</li> <li>+ Social media and media literacy training</li> <li>+ Youth in care advisory committees</li> <li>+ Entrepreneurship workshops</li> <li>+ Insurance workshops</li> <li>+ Health advocates or legal representatives specializing in healthcare rights</li> </ul> </li> <li>2. Book presenters for program nights.</li> <li>3. Follow up with additional resources for youth.</li> <li>4. Continuously add to the resource list (e.g., handouts for youth).</li> </ol> <p><b>Specific Persons Responsible:</b> CCM responsible for psycho-educational programming, all CCM, and ILTF/FEF. <b>Time Frame:</b> December 2025</p> <p><b>Goal:</b> Digital Directory of Transition to Adulthood Supports and Services</p> <p><b>Actions:</b></p> <ol style="list-style-type: none"> <li>1. Research ways to create a digital platform for resources.</li> <li>2. Include cultural resources, programs, and events.</li> <li>3. Distribute physical copies until the digital platform is ready.</li> <li>4. Continuously update the resource list as new resources are available.</li> </ol> <p><b>Specific Persons Responsible:</b> PM, CCM. <b>Time Frame:</b> June 2025</p> <p><b>Goal:</b> Transition to Adulthood Ceremony</p> <p><b>Actions:</b></p> <ol style="list-style-type: none"> <li>1. Investigate existing ceremonies offered by the agency or cultural department.</li> <li>2. Evaluate feasibility of implementing a ceremony.</li> </ol> <p><b>Specific Persons Responsible:</b> PM. <b>Time Frame:</b> June 2025</p>	<p><b>Goal:</b> Marymound Youth Advisory Committee</p> <p><b>Actions:</b></p> <ol style="list-style-type: none"> <li>1. Discuss during strategic planning meetings.</li> <li>2. Assign a lead.</li> <li>3. Gather information to identify youth participants.</li> <li>4. Invite youth to the first meeting.</li> </ol> <p><b>Specific Persons Responsible:</b> Executive, Managers, Assigned Lead. <b>Time Frame:</b> June 2027</p> <p><b>Goal:</b> Counselling for Young Couples and Relationships</p> <p><b>Actions (If Applicable):</b></p> <ol style="list-style-type: none"> <li>1. ILTF to assist youth in researching counselling services for young couples.</li> <li>2. Encourage and support attendance in counselling sessions.</li> <li>3. CCM to discuss agency support for couples counseling.</li> </ol> <p><b>Specific Persons Responsible:</b> CCM, ILTF, Young Adult, Agency. <b>Time Frame:</b> Three months from the time of identification per youth.</p> <p><b>Goal:</b> Rights, Resources, and Supports Welcome Kit</p> <p><b>Actions:</b></p> <ol style="list-style-type: none"> <li>1. Identify materials to include in the welcome kit.</li> <li>2. Provide UNCR and UNDRIP training materials.</li> <li>3. Create a youth advocates information package.</li> <li>4. Gather rights, resources, and welcome booklet materials.</li> <li>5. Assemble and distribute welcome kits during admission meetings.</li> <li>6. ILTF to review and support youth with the welcome kit contents.</li> </ol> <p><b>Specific Persons Responsible:</b> PM, CCM. <b>Time Frame:</b> June 2027</p>	<p><b>Goal:</b> Ancestry, Genealogy, and Genograms</p> <p><b>Actions:</b></p> <ol style="list-style-type: none"> <li>1. CCM/ILTF to discuss ancestry, genealogy, and genograms with young adults.</li> <li>2. Follow the youth's lead if they want more information.</li> <li>3. Research and contact agencies for assistance.</li> </ol> <p><b>Specific Persons Responsible:</b> CCM, ILTF, Young Adult, SW. <b>Time Frame:</b> From program entry to discharge.</p> <p><b>Goal:</b> Client Advocacy</p> <p><b>Actions:</b></p> <ol style="list-style-type: none"> <li>1. Advocate for client rights to ensure they have access to all necessary resources, including medical care, housing, and social services.</li> </ol> <p><b>Specific Persons Responsible:</b> CCM, PM, Director of Programs <b>Time Frame:</b> January 2025-Ongoing</p> <p><b>Goal:</b> Systemic Change</p> <p><b>Actions:</b></p> <ol style="list-style-type: none"> <li>1. Collaborate with external agencies and stakeholders to advocate for better integration of services, particularly focusing on improving mental health and employment opportunities for transitioning youth.</li> </ol> <p><b>Specific Persons Responsible:</b> CCM, PM, Director of Programs <b>Time Frame:</b> January 2025-Ongoing</p> <p><b>Goal:</b> Directory of Cultural Resources, Programs, and Events</p> <p><b>Actions:</b></p> <ol style="list-style-type: none"> <li>1. ILTF to review the cultural calendar weekly with youth.</li> <li>2. Encourage weekly contact with the cultural department.</li> <li>3. Continue to email and post community cultural activities.</li> <li>4. Investigate cultural language opportunities for interested youth.</li> <li>5. Offer monthly programming through IOP/YPP.</li> <li>6. ILTF to support and attend cultural events with youth.</li> <li>7. PM to discuss cultural activities at admission.</li> <li>8. Set up a cultural area in the upstairs of the building.</li> </ol> <p><b>Specific Persons Responsible:</b> PM, CCM, ILTF, Young Adult. <b>Time Frame:</b> From program entry to discharge.</p>

FOR MORE INFORMATION ON Marymound's Independent Options/Young Parents Programs



FOR MORE INFORMATION ON Equitable Standards for Transitions to Adulthood for Youth in Care Evaluation Model

