EAST SCARBOROUGH STOREFRONT

PLAYBOOK 2020 2025

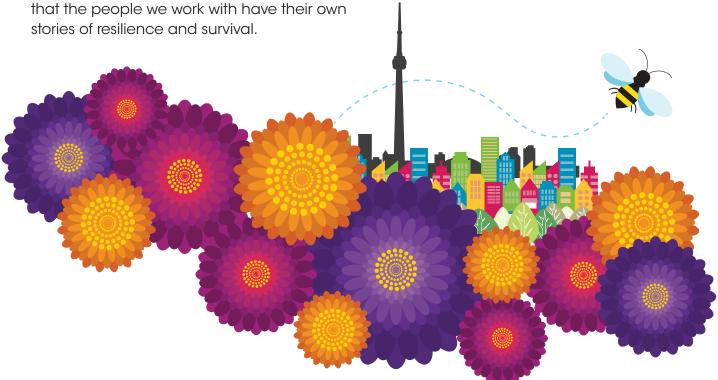


For thousands of years what is now known as East Scarborough has been the traditional land of Indigenous peoples, including the Huron-Wendat, Anishinabek (Ojibway) Mashkegowick, (Cree), Hodenashoone (Mohawk confederacy) and most recently, the Mississaugas of the Credit River. East Scarborough is still the home to many Indigenous people from across Turtle Island; we are grateful to have the opportunity to work and gather on this land.

As we think about our role and work in this place, it is important to reflect on its history, and especially on the Indigenous people who, for generations, walked this land and celebrated their identities and histories; people who, long before our arrival, knew what it meant to be a part of a connected community through their spirituality, respect for nature and respect for each other.

As we think about our work, we reflect on the experiences of people who, in our current context know what it is like to fight to build authentic community whilst healing from a violent and dark past. We honour the fact that the people we work with have their own

We as a global community living and working within the boundaries of East Scarborough are connected in diverse ways. Like those who lived on this land for thousands of years before us, and today live with us and amongst us, let us create and plan in the same spirit of stewardship, respect, celebration and community.



EAST SCARBOROUGH STOREFRONT

PLAYBOOK 2020 2025

Dur Purpose2
Dur Impact
Vhat We Do
Our Approach
Our Organizational Principles
he Connected Community Approach4
he Ten Keys to find local solutions to complex problems
Who We Engage6People in the Community7Local Community Builders8Policy, Funder and Institutional Players9
Strategic Directions 2020-2025
Appendices
local solutions to complex social issues



OUR PURPOSE

We do what we do so that...

The aspirations of people in East Scarborough are supported by a community ecosystem that grows stronger over time

IMPACT

When a strong community ecosystem exists, people have greater:

- 1. Sense of belonging and community
- 2. Ease of access to opportunities
- 3. Capacity and opportunity to develop skills
- 4. Capacity to share knowledge and work together
- 5. Sense of agency and ability to influence systems (both local and broad)

WHAT WE DO

We realize our mission by:

- 1. Fostering a sense of welcome, belonging and inclusion
- 2. Connecting people to knowledge and opportunities
- Helping people to support one another and work better together
- 4. Creating pathways and platforms to support individuals and groups to better achieve their goals
- **5.** Leveraging assets and resources for the benefit of the community
- Elevating and celebrating East Scarborough community builders
- Weaving networks that strengthen the community ecosystem

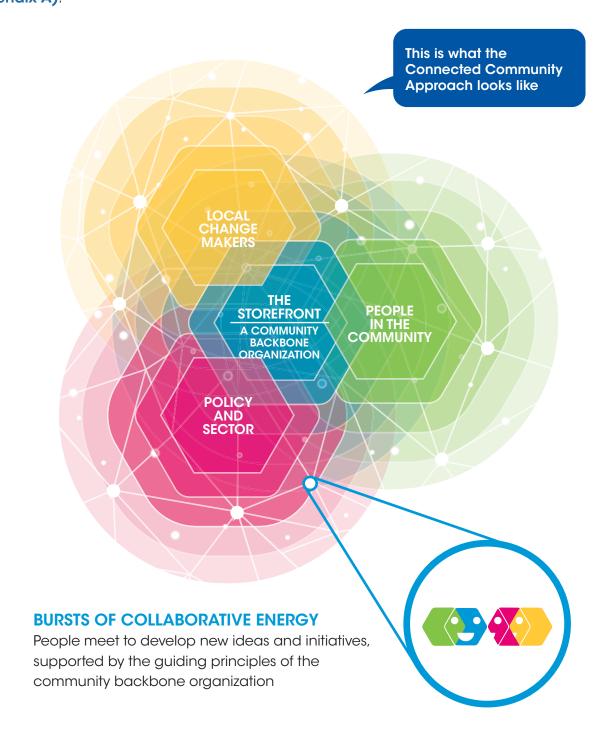
Our projects emerge over time (based on connecting community momentum with appropriate opportunities).

OUR APPROACH

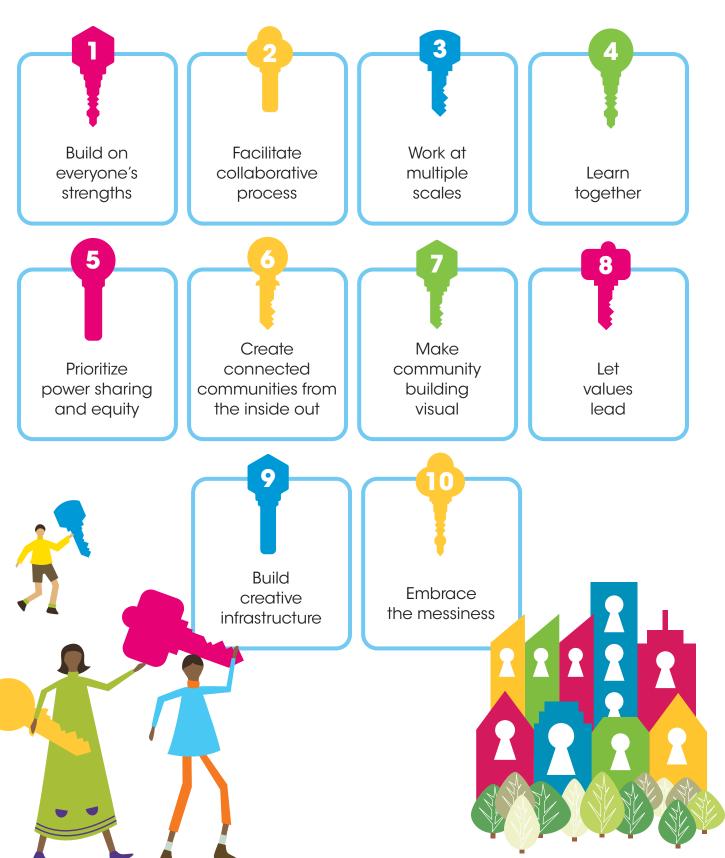


When we design strategies or projects, we use the

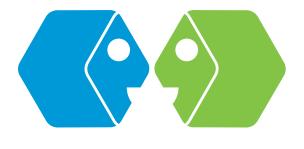
CONNECTED COMMUNITY APPROACH (Appendix A).



These keys help us to unlock the potential of the East Scarborough community to find local solutions to complex problems:



WHO WE ENGAGE



PEOPLE IN THE COMMUNITY

People who live, work or play in East Scarborough



COMMUNITY BUILDERS

People inside and outside of organizations who intentionally work to make the community ecosystem stronger



POLICY, FUNDER AND INSTITUTIONAL PLAYERS

Policy makers/funders/institutions whose strategies and actions affect the people of East Scarborough

COMMUNITY BACKBONE ORGANIZATION EXPERIENCE

From a Police Station to a Community Hub

The first time Storefront staff stood in this building, we were introducing a group of local partners to the space. There was no electricity and no heat. It was the middle of winter and everyone wore coats, but 27 people showed up. The floors were concrete, and the walls were a weird grayish pink shade that can still be seen on the walls in the back hallway. Words that were used to describe the space were stark, institutional and depressing.



Fast forward: through the work of our Community Design Initiative, in which local youth, mentored by architects, planners and designers, reimagined the space, and redeveloped it into what you see before you today: a thriving community hub in which local residents, community partners, staff and volunteers work together to make the neighbourhood great.



We believe that if we use the Connected Community Approach with people in the community

Then people in the community will have:

- Increased access to services
- Improved capacity to access opportunities
- Increased skills and knowledge
- Increased confidence/decreased anxiety
- Increased sense of community/decreased social isolation
- Increased civic participation



PEOPLE IN THE COMMUNITY EXPERIENCE

From a Parking Lot to a Sports Court

As a Community Backbone Organization, The Storefront didn't just give the kids a place to play, they engaged them in problem solving, planning and creating.

The Storefront connected more than 98 youth with architects and designers to re-imagine the parking lot as a community asset: it was the youth who designed Storefront courts.

More than that, the youth engaged with policy makers, urban planners and funders to help them to understand the potential of this space in their community.



The Storefront Courts launched August 20, 2014 and from the morning of August 21, has become a busy place for pick up games for community youth and clinics such as the 'DeRo-velopment' program. It is a multi-use space that can accommodate sports such as basketball, soccer, tennis, field hockey and lacrosse.



We believe that if we use the Connected Community Approach with local community builders

Then local community builders will have:

- Increased and deepened community connections/ decreased silos
- Increased capacity and willingness for collective problem solving and action
- Improved understanding about the people of East Scarborough
- Increased awareness of and ability to leverage local assets
- Increased sense of agency and ability to affect change





LOCAL COMMUNITY BUILDER EXPERIENCE

Tower Neighbourhood Renewal

Tower Neighbourhood Renewal in Kingston Galloway/Orton Park (KGO) explores how people's wellbeing is impacted by the intersections of where people live, how they use space, and the voice that they have in shaping their immediate surroundings.

Focused on the two apartment towers that connect with The Storefront's lively hub at 4040 Lawrence Ave E, Tower Neighbourhood Renewal seeks to improve personal/ community wellbeing through inclusive design processes and creative use of space.



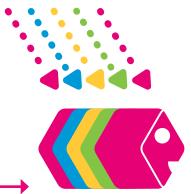
TNR has gone through various phases that have focused on resident leadership, improvement of neighbourhood facilities, and increased access to green space.



We believe that if we use the Connected Community Approach with policy, funder and institutional players

Then policy, funder and institutional players will have:

- Increased understanding of the East Scarborough context Expanded reach
- Increased capacity to leverage local knowledge, problem solving and action to inform overall strategies Improved ability to achieve community-based outcomes Improved capacity to build strategies and to invest in community-informed, creative ways



POLICY AND SECTOR EXPERIENCE

East Scarborough Works

East Scarborough Works uses the Connected Community Approach to help ensure that when local jobs are created, local people, especially those living in poverty have the best possible chance of being successful candidates for those jobs.

East Scarborough Works is not an employment program in and of itself, but leverages employment programs, essential skills and literacy, and social supports so that local people are as prepared as possible for local jobs. East Scarborough Works starts with a deep understanding of what local employers are looking for in employment candidates, and a deep understanding of the people and networks in the local community. East Scarborough Works then uses all available resources to create effective workforce development pathways between the two.



STRATEGIC DIRECTIONS 2020-2025

The Storefront's overall priority for 2020-2025 is to live into the Connected Community Approach in new ways as our context evolves (for 2020 context, see Appendix C)

We will do this by pursuing three integrated strategic directions:



STRATEGIC DIRECTION #1

GRAPPLING WITH TENSIONS AND PARADOXES

In order for The Storefront to leverage the Connected Community Approach for best affect in East Scarborough, there are tensions or paradoxes we must continually grapple with. These are not problems to be solved, but areas that require intentional exploration with each new phase of Storefront's development.

In living into the Connected Community Approach, we know we must grapple with the following three major tensions and paradoxes.

- a. How do we make sure that individuals are well supported within the ecosystem we are trying to strengthen?
- b. What will we hold and what will we host?
- c. What is the "Place" in Place-Based?

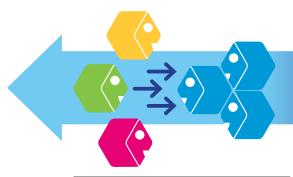
a. How do we make sure that individuals are well supported within the ecosystem we are trying to strengthen?

Fundamentally, The Storefront is a community development organization. Our purpose is to help the community ecosystem grow stronger over time.

Community development is a distinct discipline from service delivery, however, the two disciplines are interconnected. Therefore, Storefront's various initiatives fall at various points along a continuum and/or adopt aspects of both community development and service delivery at different times.

The question that we will constantly grapple with is: how does what we do help to both strengthen the community ecosystem and the individuals within it?

The Service Delivery/Community Development Continuum



Service Delivery
Individual focused
Professional driven
Organizational expertise
Information-based
Deficit-based
Transactional
Residents as recipients



b. What will we hold and what will we host?

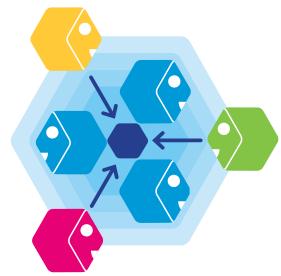
Core to the idea of a Connected Community is that everyone brings their expertise to strengthen the community.

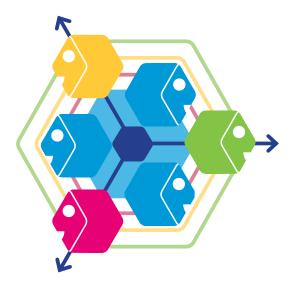
As a Community Backbone Organization, The Storefront invests in *holding* expertise in:

- Fostering a sense of welcome, belonging and inclusion
- Connecting people to learning and opportunities
- Helping people to build their capacity to work better together
- Creating pathways and platforms for individuals and groups to better achieve their goals
- Leveraging assets and resources for the benefit of the community
- Elevating and celebrating East Scarborough community builders

As a Community Backbone Organization, as much as possible, we *host* and support others to use their expertise for the benefit of the community. We use our expertise so that others can...

- bring their knowledge and expertise to the community
- learn and use new community building skills
- be as effective as possible in meeting their community building goals
- connect with one another to amplify impact





There will always be times in which The Storefront is called upon to "hold"/develop/use expertise we would normally "host" in order to help people in East Scarborough to reach their aspirations and/or to help strengthen the community ecosystem in new ways.

The tension or paradox arises out of The Storefront's desire to be "flexible and agile" while "keeping the core strong". Therefore, some of the things we will need to grapple over time are:

When do we develop or deepen skills to "hold" pieces of work rather than "host" them? Why? How would holding new types of work better support our mission? Does it make sense for us to be the ones to take on a new piece of work/cultivate new organization skills? Is there a way we could use our skills to host another organization or group to achieve the desired benefit for the community? What are the advantages/risks involved in choosing holding or hosting?

c. What is the "Place" in Place-Based?

The Storefront and the Connected Community Approach are fundamentally about supporting people in place. Yet how do we define the "place"? The history of Storefront's boundaries (Appendix C) has morphed and changed over time and will continue to do so into the future.

The questions that we have to grapple with are:

How do we use our concept of place to make decisions about what initiatives we are involved in?

What is the relationship between KGO, West Hill and East Scarborough?

What is our "core" community (might be different for different strategies)?

How do we talk about ourselves and our place-based approach?

STRATEGIC DIRECTION #2

STRENGTHENING OUR FOUNDATION

We must continue to invest in strengthening the foundation of our organization in order to enable our work and grow our impact. This will mean paying close attention to the following three areas:

Ensuring thoughtful and intentional leadership transition

Leadership sharing is key to The Storefront's ongoing success. As the founding Director transitions out of her leadership role, The Storefront needs to put thoughtful and intentional plans in place so that everyone (staff and steering) are meaningfully involved in successfully transitioning to a new leader.

Determining space and structures that keep the core strong

As The Storefront grows and becomes more successful, the appropriate infrastructure will need to be in place to ensure that our work stays grounded and effective. Decisions will need to be made about physical space, governance structure, how big is too big, when and if to "spin off" various pieces of the work in order to "keep the core strong"

Building our capacity

The Storefront's success has been predicated on the intentional development and use of the Connected Community Approach. The deeper the knowledge of staff and steering committee members about CCA and the more we invest in internal skill building around our core functions, the more successful The Storefront will continue to be in...

...facilitating collaboration, building community and and create together, to live healthy lives, to find meaningful work, to play and thrive



STRATEGIC DIRECTION #3

SHINING OUR LIGHT

After 20 years of successful community building, The Storefront is embarking on a new phase of its evolution. As people who hold The Storefront's history move on, capturing the essence of how Storefront evolved and important milestones in our development will provide a solid foundation on which to grow into the future.

The Storefront has amazing stories to tell about collective achievement, pathways to individual success and the power of community. In the next five years, The Storefront will ensure that our light shines brightly as we find new ways to let people know about the evolution of "the Little Community that Could" into the "Little Community that Did"

In its 20 year evolution, The Storefront has developed significant influence in the community and beyond. In collaboration with our sister organization Centre for Connected Communities, The Storefront can be intentional about branding and promoting the Connected Community Approach and using its influence to help shape the future of East Scarborough and the field of community development.



APPENDICES

Appendix A:

The Connected Community Approach:
How to unlock the potential of a community
to find local solutions to complex social issues

Appendix B:

2020 context and future projections

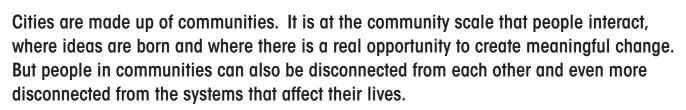
Appendix C:



Appendix A

THE CONNECTED COMMUNITY APPROACH

How to unlock the potential of a community to find local solutions to complex social issues.



The key to understanding communities is understanding how people are connected. When information, ideas, relationships, supports and resources are understood and shared across the players in a community, talents and assets can be combined and mobilized in multiple ways. When people and organizations work together in different ways over time, they begin to foster a sense of shared identity and belonging. A shared narrative begins to develop, new ideas are sparked, and with good facilitation, multiple players from multiple sectors can all play a role in continuous community improvement.

And that's the purpose of the Connected Community Approach.





10 KEYS TO UNLOCK THE POTENTIAL OF CONNECTED COMMUNITIES



Build on Everyone's Strengths

Instead of looking at what is wrong with a community and what needs fixing, ask the question, what is right with the community that can be built on; who is doing great work that could be strengthened and connected for greater impact?



Facilitate Collaborative Processes

Collaborations don't just happen, they require expert facilitation to ensure a deep collective understanding, shared purpose and mutually reinforcing processes.



Create Connected Communities from the Inside Out

Healthy, nurturing organizations and groups are fundamental to a connected community. Investing in the wellbeing of the people doing the work will ultimately mean greater impact.



Learn Together

Learning feedback loops are what strengthen a community over time; intentional learning can help everyone (grassroots groups, institutions, organizations, funders etc.) learn how the community works, the impact of specific interventions, and what people care about so that synergies can be found and decisions can be grounded in learning. In this way, initiatives and ideas build on each other over time.



Embrace the Messiness

Ideas, priorities, aspirations and enthusiasm in a community emerge in different places at different times which are impossible to predict. Facilitating processes in this kind of complexity requires a specific skill set that sees emergence as a strength and creates the nimbleness required to identify and build on local momentum.



Prioritize Equity and Power Sharing

Power is a complex dynamic in all communities. In order to foster strong social fabric it is critical the decision making power rests in numerous places throughout the community, and especially with grassroots groups that dedicate themselves to the wellbeing of their community. The kinds of power structures and dynamics that people are used to often have to be disrupted to achieve this.



Let Values Lead

When organizations or groups are trying to engage in activities that foster a connected community, their work is built on a foundation of values which involves a shared understanding and an articulated commitment to an overarching theory of change, and the principles that guide the work. In this way, a group of people or organization can authentically strengthen the work of others and not inadvertently slip into old paradigms and power roles.



Work at Multiple Scales

Facilitating a connected community means not only working to build strong local social fabric, but also connecting community led initiatives to larger systems, and movements to larger change efforts. Connecting community building to city building, to global change efforts supports scale that is truly grounded in community.



Make Community Building Visual

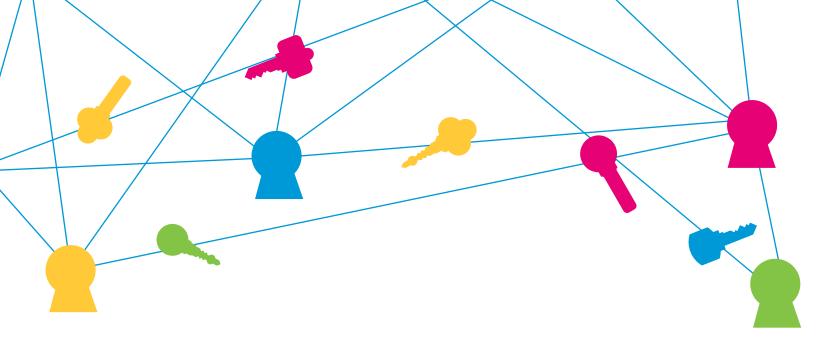
Communication is foundational to the Connected Community Approach. Communicating across languages, across literacy levels, and across values and priorities is a difficult task: using graphic design and photographs to illustrate ideas, concepts and intent accelerates shared understanding and momentum.



Build Creative Infrastructure

A connected community requires intentional structures to ensure that the community really does strengthen over time. Creative infrastructure includes: buildings, places and structures; communication media; structured events, groups and opportunities to engage and influence the systems that make up a community.





The Connected Community Approach offers an opportunity to bring together the best of planning, design, academic theory, municipal, provincial and federal strategy, social service interventions, faith community aspirations, corporate social responsibility and ground them in the authentic goals, aspirations and realities of grassroots groups and people who have traditionally been at the margins.

Unlocking the potential of a connected community requires skill sets not often found in our community-based interventions. Using a Connected Community Approach to unlock the potential of communities requires investment: investment in capacity building, social infrastructure, but most of all in the facilitative role required to continually weave together the social fabric that communities need to effectively find local solutions to complex social problems.

Early research into the pioneering work of the East Scarborough Storefront and Community Capital work in the United Kingdom indicate that the investment is time, money and effort well spent.

Given the complex issues before us and, given what we know about the importance of community as the focal point of change... can we afford not to invest in connected communities?

References

<u>The Connected Community Approach:</u>
<u>What it is and Why it Matters</u>

The Connected Community Approach:
A Theoretical Framework

<u>Community Capital:</u>
<u>The Value of Connected Communities</u>







Appendix B

2020 CONTEXT AND FUTURE PROJECTIONS

Changing Global priorities:

- Climate emergency requires climate mitigation strategies at local and global scales
- Extreme weather events (and other shocks) will require adaptation and resilience strategies
- Recognition of the critical role that a focus on equity must play in poverty reduction and resilience strategies

Physical Changes in the Community:

- Redevelopment of the Borden property by the City they intend to involve Storefront in the planning/local City Councillor wants it as the site of an East End Skills Training Centre
- Eglinton East LRT Community/Economic Development studies recommend that the investment in this infrastructure support place-based workforce development/community and civic gathering spaces/support for local artists/celebration of local heritage and culture
- Homes First Shelter planned for the old "Point" building/committed to collaborating with Storefront on service delivery approaches and community wide planning/events
- New condo developments Potential for community benefits including local employment

Implications of 2020 Context:

- Storefront's 20th anniversary marks a milestone in its history
- Funding allows for structural changes needed to live into CCA over the next 5 years
- Growth of C3 and of Storefront precipitating a need to design separate leadership structures
- Success in teaching (working with people) forms foundation for potential new focus for Storefront
- Success of East Scarborough Works has implications for Storefront's geographic context
- Future of the City's Toronto Strong Neighbourhoods 2025 will have implications for Storefront's role in community wide organizing





Appendix C

History of "place" and the East Scarborough Storefront

The Storefront's original "place":

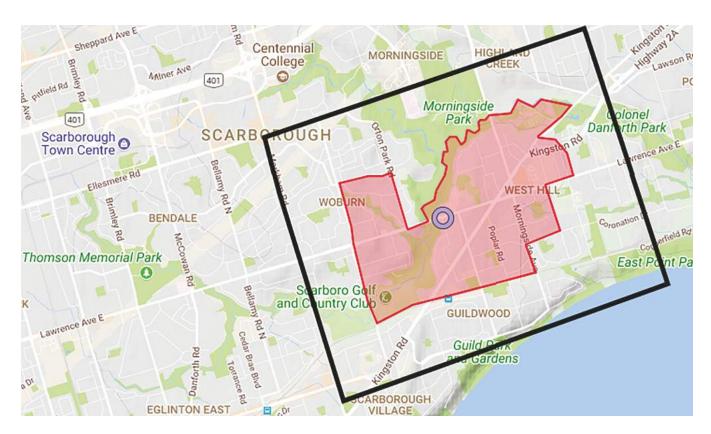
When the East Scarborough Storefront was first conceived in 2000, it was designed to be a service delivery hub, that would support the people of East Scarborough: east of Brimley, west of the Pickering border, north to Steeles and south to Lake Ontario.

Although people have certainly always come from a vast geography (east Scarborough and beyond), it its early iterations, it became quickly apparent that the people who lived in the immediate neighbourhood felt real ownership for The Storefront and not only accessed services there, but also became critical contributors to its success.

Kingston-Galloway as a "priority neighbourhood":

Under Mayor David Miller, and in the wake of significant gang activity, the City identified specific communities for focus in 2003 under the Mayor's safety plan. The focus was specifically to increase safety initiatives and help youth to feel less disenfranchised. Kingston-Galloway, located in the East Scarborough Community of West Hill was one of those communities.

In 2004 the City of Toronto and United Way launched the Strong Neighbourhoods strategy which originally identified 9 communities, later expanded to 13 to include the 4 from the Mayor's safety strategy. Thus Kingston-Galloway became a "priority neighbourhood"



The creation of Kingston-Galloway/Orton Park:

A key feature of the City's Strong Neighbourhood strategy was the advent of Neighbourhood Action Partnership tables (NAPs) which drew together City departments (mandatory participation), non-profit organizations and resident groups.

It was in the first few meetings that organizations in East Scarborough identified the disconnect between Kingston-Galloway and neighbouring Orton Park as a source of tension among residents, and especially youth. The NAP team advocated with the City to expand the boundaries of the City's focus to include Kingston-Galloway and Orton Park; and the priority neighbourhood of Kingston-Galloway/Orton Park (KGO) community was born.

Organizations and resident groups spent the next several years building a shared community identity as the KGO community.

KGO expanded boundaries:

In 2012 the boundaries of KGO changed when a new iteration of NAP, Cross Community Organization (CCO), facilitated by The Storefront began thinking of KGO as a neighbourhood with porous boundaries to include a 1.5 km "buffer" zone which allowed CCO to address issues slightly outside of the KGO boundary and also to adjust for organizations' catchment areas which did not fall neatly into the priority neighbourhood designation.

During this time, residents, and particularly the resident group Residents Rising, took up the branding and promoting of the KGO community, devising a KGO motto and events celebrating the community.

Motto: "In our community, we respect our neighbours of all ages, abilities and cultures. We live with dignity, caring for ourselves, our families, our homes and our neighbourhood."



Toronto Strong Neighbourhoods Strategy redefines boundaries:

By this time, the City and United Way each had their own specific approach to building Strong Neighbourhoods. They originally used the same "priority neighbourhood" designation, but rolled their strategies out separately. However, 2015, the City reassessed their strategy and relaunched it under Toronto Strong Neighbourhoods 2020. A key feature of this relaunch was a systematic approach to defining communities in need of investment. To do this they introduced the <u>Urban Heart Index</u> which measured community health along 13 criteria.

For this reassessment, the City abandoned self identified neighbourhoods in favour of the social planning boundaries established in 2000. Which meant that KGO as a community was no longer recognized: half of the KGO community fell into Woburn and the other half into West Hill.

31 neighbourhoods were designated as Neighbourhood Improvement Areas (NIA), replacing the old 13 priority neighbourhoods. Since there was no corresponding increase in City staff (Community Development Officer – CDO) support, one CDO became responsible for multiple neighbourhoods. The previous KGO NAP table became the South East Scarborough Planning Table, merging the West Hill, Woburn, Morningside and Scarborough Village Neighbourhoods.

The continued complexities of Storefront and "place":

In 2018, The Storefront and the neighbourhood based Cross Community Organizing team (made up of 12 local organizations), and local resident groups continued to organize around the neighbourhood boundary of KGO (with a 1.5 km buffer). The complexities of place, who decides on what the place boundaries are, and the optimal size for place-based community organizing continue to be subjects of discussion by the various players invested in the success of this East Scarborough community.