

ELIZABETH FRY'S
2020-2021 ANNUAL
REPORT ONLINE

Resilient *to the* Roots



MESSAGE FROM OUR BOARD PRESIDENT

Reflecting back on the past two years, we weathered a once in a lifetime event that tested our individual and collective capacity for change. The pandemic tested our operating model, our mental and physical wellness, our ability to imagine how to do things differently and EFry's financial stability.

Through choosing to focus on our mission and who we are here to help, EFry was able to mobilize a pandemic response that protected physical safety, minimized downtime to our clients and shored up our finances to weather the oncoming economic storm. I'm particularly proud of our EFry Team, who against all odds was able to find innovative ways to serve our communities when our traditional forms of engagement rapidly shifted overnight. Our Executive Director, Katelyn Lucas, continues to be a pivotal force in delivering programming that has adapted and evolved in a time of high uncertainty. I am ever grateful to her dedication and leadership.

I also want to thank the EFry Board for their hard work and dedication over the past two years. Their ability to lean-in to remote work and provide leadership in niche areas strengthened EFry's pandemic response. I'm particularly impressed by the willingness from all Board members to do whatever it took to get the job done, including our new members who hit the ground running without ever meeting in person. The terms of two directors came to an end this year, Kylan Kidd and Lova Beebe, and I am ever grateful for their insights in the legal and Indigenous spaces.

“We are not a product of what has happened to us in our past. We have the power of choice.”

- Stephen Covey

As I look towards the clearing horizon, I see signs of hope and a strengthened resolve to advance our program and business plan for the greater good of our communities. Although we still have challenges to face in a time of funding contraction and an upcoming election year, we are choosing to focus on possibilities and leaning into opportunities such as funding diversification and strategic partnerships. We ask all of you to help us on our journey to diversification by leaning in and sharing your thoughts, network and experience.

We are not a product of what has happened to us in our past. We have the power of choice - and we choose to continue on a path to healing as the world reopens with new beginnings.



VIRGINIA ASHLEY
Board President

MESSAGE FROM OUR EXECUTIVE DIRECTOR

Throughout 2020-2021 we were challenged to operate our programs and services due to the COVID-19 Pandemic. Operations had to be adapted quickly and nimbly to establish safe and productive working environment for both staff and those accessing our services. As an essential service, we could not close our doors completely and needed to be accessible. As such, we adapted the way we provide services, which began with the number of staff on site at a time, established the requirements for masks and personal protective equipment, maintained sanitization, and established processes to assist those coming to the door for services to be safe.

Elizabeth Fry implemented an update on our Business Continuity Plan to establish updated protocols as government restrictions changed and fluctuated depending on the severity of the COVID-19 virus. In addition, we established virtual capacity to continue to engage with our networks, supported access to Indigenous Court and allowed for our Elders to stay connected to their participants face to face.

At its foundation, EFry has weathered many storms over the past 55 years and our roots continue to ensure that our work is relevant and meaningful. In 2020, we became aware that our organization would be losing funding sources due to losses that our valued funding organizations had no control over. As such a significant shift in long term funding contributed to a review of our work and what was the most meaningful to pursue.

While in non-profit, we say, “we are trying to work ourselves out of business.” The reality is that when the time does come where we are no longer able to do the work in the same way as we have always done, there is a grieving period. When we end up leaving behind the legacy of our work that was at the foundation of what we have done for over 55 years, we had to recognize that our work was done in the area that we had become comfortable to adapt to the actual need of our populations. As we shifted to a new direction, as an organization, we embraced the future of what our agency was evolving to, while leaving the legacy of work as part of our historical accomplishments.

What we didn’t anticipate with this shift, was that we would make more of a difference in the lives of Indigenous women and men, as we supported their reconnection to the culture and addressed their criminalization specifically from a place of healing. We began to see a difference in individuals who struggled with trauma, past abuses, and had challenges with relationships and addiction. We began to see changes and progression as the relationship between justice and Indigenous peoples became more productive in changing lives rather than penalizing lives.

In 2020-2021 we commenced a collaboration with Alberta Justice and Solicitor General evaluation of Soksipaitapiisin and the Calgary Indigenous Court which examined the effectiveness of both the court and the healing plans. This research uncovered the importance of this partnership and the direct anticipation of reducing incarceration and decreasing recidivism for Indigenous peoples.

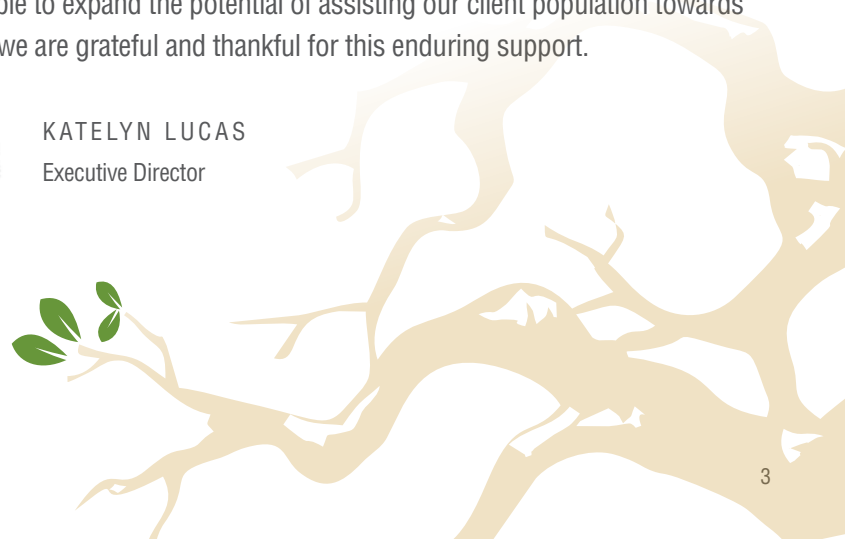
In 2020, we began the implementation of the Dana’s House Transitional Housing Program to support Indigenous women who have experienced criminalization and homelessness to stabilize in their sobriety and work towards regaining their families and building towards their individual independence.

Throughout the pandemic, our valued volunteers played an integral role in the triaging of services at the court house. While the courts remained closed throughout the two years of the pandemic, the need for these services did not change. Diverting and assisting individuals with court matters was highly coordinated within the courts and collaborated with EFry volunteers playing a central role.

Overall, with the collaboration of our funders, non-profit network, and government partners we are able to expand the potential of assisting our client population towards success. For this we are grateful and thankful for this enduring support.



KATELYN LUCAS
Executive Director



2020-2021 STAFF

Administrative

Katelyn Lucas – Executive Director
Ronda Dalshaug – Program Manager *until October 2021*
Nicolle Hans – Program Manager *as of October 2021*
Callary Savary, Katelyn Steinwand and Evan Rogers – Evaluation and Research Coordinator
Erin Ramsperger – Part Time Evaluation and Research Specialist
Volunteer Coordinator – Colin Harris

Restorative Outreach and Integration Team


Willow Burles – Case Manager
Amanda Mjølness – Case Manager *until January 2022*
Kymowyn Sugar – Case Manager *until March 2021*
Win Storm – Case Manager *as of March 2021*
Roderick Eashappie – Case Manager *as of December 2021*
Barbara Smith – Indigenous Program Coordinator *until October 2020*
Pearl White Quills – Indigenous Program Coordinator *as of September 2020*
Kachina Raymond-McGillis – SAGE Coordinator
Win Storm – Community Outreach Intake Worker *until May 2021*
Shirley van Noord – Community Outreach Intake Worker *as of November 2021*

Legal Advocacy and Court Programs

Nicolle Hans – Immigrant Legal Advocate *until October 2021*
Yaneth Rodriguez – Adult Legal Advocate *until March 2022*
Kymowyn Sugar – April 2021 – *until March 2022*
Erika Ramirez – Youth Legal Advocate 2020 – March 2021 – *returned in April 2022*
Bernice Olivares – South Regional Legal Advocate *until February 2021*
Gurmeet Sawaich – North Regional Legal Advocate *until December 2020*
Melinda Bearspaw – West Regional Legal Advocate *until January 2022*
Bren Little Light – East Regional Legal Advocate *until March 2021*
Ethel Stonechild – Indigenous Legal Advocate *until August 2021*
Ronda Dalshaug – Soksipaitapiisin Coordinator *until October 2021*

2020-2022 BOARD OF DIRECTORS

Virginia Ashley – President
Katrina Milaney – Vice President *until June 2020*
Emilie Cox – Vice President – June 2020 – Current
Lindsay Bilkoski – Treasurer
Kate Baxter – Secretary
Kylan Kidd – Director *until March 2022*
Lowa Beebe – Director *until June 2020*
Arno De Prez – *as of June 2020*
Christine Hutcheson – *as of December 2021*
Colleen Hamm – *as of April 2022*



**WE WOULD LIKE
TO THANK THE FOLLOWING
ELDERS AND KNOWLEDGE
HOLDERS FOR THEIR SUPPORT
OF WORK OF EFRY:**

Monica Chief Moon	Gerald Sitting Eagle
Jackie Bromley	Rod Scout
Laura Sitting Eagle	Rod Hunter
Corleigh Powderface	Lee Crowchild
Clarence Wolf Leg	Ashley Prairie Chicken

2020 STATISTICS

SOKSIPAITAPIISIN 109

 **155** 
COMMUNITY RESOURCE INTAKE

 **255**
PRISON COMMUNITY
OUTREACH PROGRAM (PCOP)

989 INDIGENOUS
CULTURAL
SUPPORTS

ADULT CALGARY COURT PROGRAMS CRIMINAL 1257
TRAFFIC 11543
DOMESTIC VIOLENCE 2387

REGIONAL TRAFFIC COURT 3048

REGIONAL CRIMINAL COURT PROGRAMS 1343



YOUTH REGIONAL CRIMINAL COURT PROGRAMS 46
YOUTH COURT PROGRAMS CALGARY 2732

sage  **18**

YOUTH
LEGAL ADVOCACY
& MENTORSHIP
PROGRAMS **36**

44

REGIONAL ADULT
LEGAL ADVOCACY

248

CALGARY ADULT
LEGAL ADVOCACY

168 VOLUNTEERS

 **YOUTH**
PREVENTION
PROGRAM
435

73 IMMIGRANT
LEGAL ADVOCACY
PROGRAM



2021 STATISTICS

17 RESTORATIVE OUTREACH

5 DANA'S HOUSE

SOKSIPAITAPIISIN 155

214 COMMUNITY RESOURCE INTAKE

ADULT CALGARY COURT PROGRAMS CRIMINAL 3081
TRAFFIC 8176
DOMESTIC VIOLENCE 2261



REGIONAL TRAFFIC COURT 3035

REGIONAL CRIMINAL COURT PROGRAMS 143

77 PRISON COMMUNITY OUTREACH PROGRAM (PCOP)

YOUTH COURT PROGRAMS CALGARY 1103

545 INDIGENOUS CULTURAL SUPPORTS

sage 15

YOUTH LEGAL ADVOCACY & MENTORSHIP PROGRAMS **51**

15

REGIONAL ADULT LEGAL ADVOCACY

182

YOUTH PREVENTION PROGRAM 24

308

CALGARY ADULT LEGAL ADVOCACY



77 IMMIGRANT LEGAL ADVOCACY PROGRAM



VOLUNTEERS



SUCCESS STORY *john*

John became a participant of the Soksipaitapiisin after he was charged with a domestic assault causing bodily harm. At this time, he hit an all time low in his life and wanted to get help and better himself, although he couldn't seem to find the resources. A Duty Counsellor at one of his court dates noticed he was motivated to get help and recommended him to EFry.

This was John's first personal experience with the justice system, although he admits it wasn't the first time, he had committed similar offenses. Although he had not been charged with these offenses, he expresses that had people threaten to charge him. Where previously he went through the motions of reaching out for assistance, he never really followed through with any of the counselling or resources that were recommended to him.

“I felt that because I wasn't being charged it wasn't that of a big deal, which I later found out what my actions would lead to.”

In speaking about the reasons John believes he got himself involved in the criminal justice system; he indicates he did not really understand what led to his situation when he was in the thick of his addictions. However, he feels that with the support of his cultural counsellor, he was able to recognize the key contributors to his unhealthy lifestyle.

He notes that his father and all four of his grandparents all attended residential school. He believes that their experiences in residential school resulted in a lot of violence within his family that he witnessed while he was growing up. He understands that he was the victim of emotional abuse from his parents, something he hadn't understood and had viewed as normal as a child and an adult. Through his commitment to his healing, he now understands his way of coping with his trauma was to turn to alcohol and repeating the violence he was exposed to. John says, **“The other contributing factor and was the last straw for me, was when my father passed away. I realize that I never truly dealt with the grief of losing him and I turned to alcohol more often to dull my feelings.”**

John began to engage in his healing plan, provided by the Soksipaitapiisin Case Management Table as a result of his Elder's recommendations. He believes that the most important factor for him was following through with all his appointments and putting an effort into accessing and engaging in the resources that were provided to him, as well as taking the advice and recommendations given to him. He indicates, “This was most important because it was what I had slacked on in past times.” John felt that his healing plan provided him with the tools to prevent him from falling back into the actions that brought him in front of the courts. He expresses that he has begun to unlearn the unhealthy habits to learn new healthy habits. He advises, **“My healing plan has truly given me hope and faith for what the future holds.”**

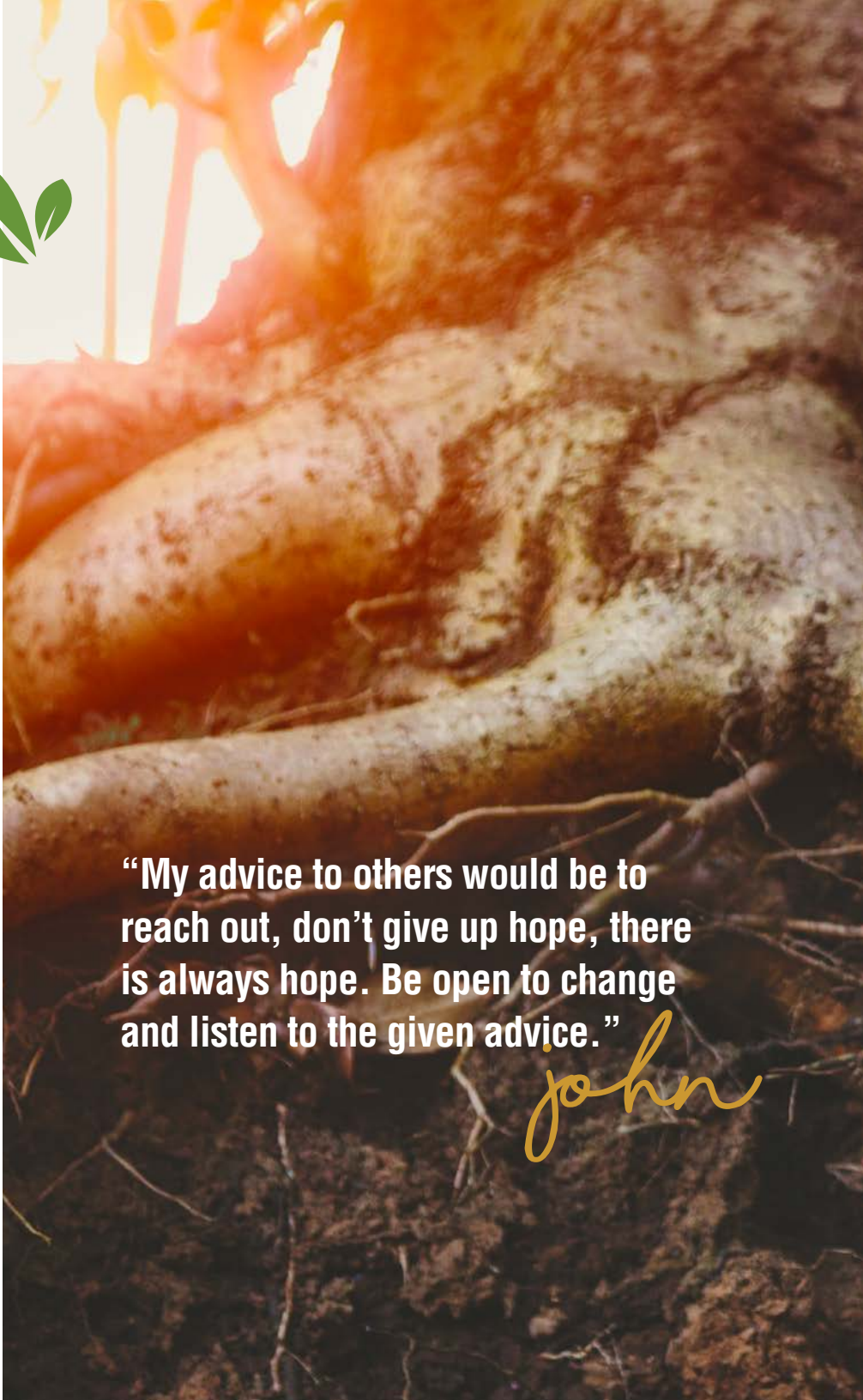
John began to learn new things about himself and how to continue upon his healing journey. He continues to independently work upon his own path to healing, while maintaining access to his cultural counsellor and resources that assist him in strengthening his life and that of his children's lives.

John states he has begun to rebuild the trust in his relationships with both his family as well as his ex-spouse. He noted since becoming sober and getting to the heart of his issues, he has begun to commence healing with others, and as such he has been able to apologize to his ex-spouse for his actions. Further to the initial apology, they have been able to have many discussions together around what brought him down this road. John advises, **“I have begun to make amends with family members that I had stolen and lied to during my dark days. It is a long road to rebuild the trust of my family, however, I wish to continue to earn the trust and respect not by just saying it is so, but by my actions. This would be the proof that I have truly changed my life.”**

The outcome of John’s sentencing was that his charges were dropped. He states, **“My healing plan impacted my sentencing in so many ways. With the number of resources, the cultural reconnections, counselling and Elder meetings, all these resources have really helped me to understand the foundations of my actions leading to my charges.”**



A Soksipaitapiisin participant receiving the honour of their blanket ceremony upon completing their healing plan.



“My advice to others would be to reach out, don’t give up hope, there is always hope. Be open to change and listen to the given advice.”

John



SUCCESS STORY *Leanne*

Leanne was referred by her Homefront Worker who suggested Calgary Indigenous Court (CIC) to her for her court matters. For Leanne this direction resonated better, she indicates, **“I agreed because my belief is that our own people better understand our own and we know how to approach our own people. I then felt a comfort level and agreed to the referral to CIC.”**

Leanne indicates she has had previous experiences in the criminal justice system and had a former charge of assault which was dealt with under her home community’s Justice Department. At this time, she was guided to mediation with an Elder.

Leanne believes her current charges were related to her lack of involvement with her recovery programming. She expresses, **“I was involved with AA and I attended in person and online meetings, and I had an AA Pillar who provided me with guidance through the 12 steps. I had become busy and my mind told me actually, it tricked me into believing that I was okay and didn’t need to go to meetings. I began to neglect my recovery community.”**

Leanne has completed her healing plan, however is waiting to address further mediation for peacemaking. She indicates her participation in her healing plan has positive effects on addressing her offense. She advises, **“Even though I grew a bit frustrated with the process as there was a lot going on in my life. I had lost my grandmother and my aunty last month. However, I know that my participation in Soksipaitapiisin kept me accountable to what I was doing on my healing plan. I want to be accountable to my recovery.”**

Leanne believes she knew what she had done was wrong (her offense), and she took direct action the following day after her offense and signed up for treatment. She believes that going into treatment was the best way to help her as she believes she needed to start healing from her past traumatic experiences. She sought help right away to take accountability for her actions.

Leanne indicates that the most important factor in the success of her involvement with Soksipaitapiisin was refocusing on her recovery and regaining a connection to traditions such as her involvement in ceremonies. She indicates that working on bettering herself for her children was a vital factor in working towards her success. She expresses, **“It took something unfortunate, as the assault, to make me look at myself and realize that if I don’t stop my ways more serious things will continue to happen.”**

Leanne also credits the relationship she has with the Elder as significantly important to her, along with the guidance and advice she was given that helped her. She began to recognize how valuable and important her children are to her and believes without her sobriety she would not have them in her life. At the time of her offense, she was living for herself and not for her children. So she knows she will need to keep working on her deeper trauma, and continue working on healing and bettering herself so she can be the best version of herself.

Leanne’s advise to others is to, **“Stick it out to the end, keep with it, the process may take long and you may get frustrated and some steps you may find hard because you are taking steps to heal. But it is worth it, worth every step.”**

FUNDER RECOGNITION 2020-2021

2020

Alberta Gaming and Liquor Commission

Alberta Justice and Solicitor General

Alberta Law Foundation

Calgary Foundation

Calgary Homeless Foundation

Calgary Learns / Alberta Government

Canadian Foundation

Canadian Women's Foundation

City of Calgary – Crime Prevention Investment

Donors and Supporters

Government of Alberta – Community Initiatives Project

Heritage Canada

Ministry of Child Services

National Housing Strategy – CMHC

Service Canada

Shaw Birdies for Kids

United Way

2021

Alberta Gaming and Liquor Commission

Alberta Justice and Solicitor General

Alberta Law Foundation

Cadillac Fairview

Calgary Foundation

Calgary Homeless Foundation

Calgary Learns / Alberta Government

City of Calgary – Crime Prevention Investment

Donors and Supporters

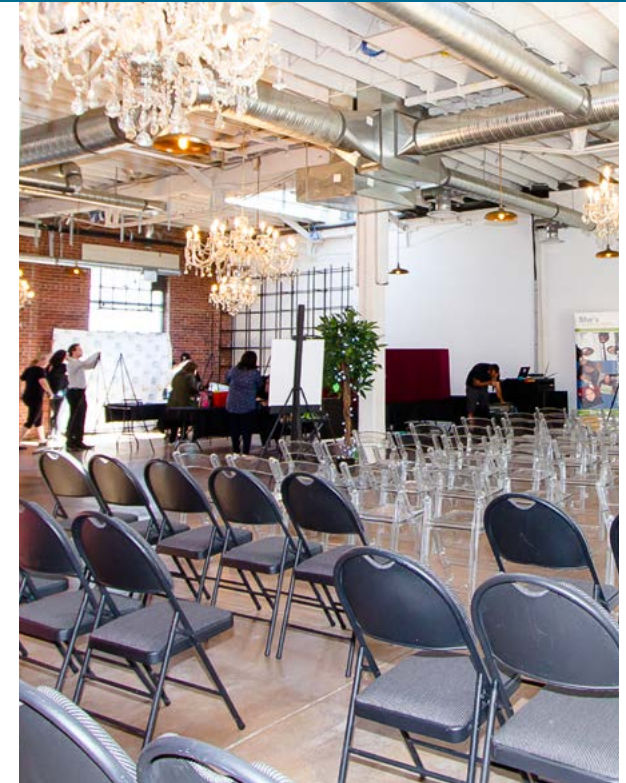
Government of Alberta – Community Initiatives Project

Heritage Canada

Ministry of Child Services

Service Canada

United Way



2020-2021 – Fiscal Management

Calgary Homeless Foundation – Aboriginal Standing Committee on Housing and Homelessness

Calgary Homeless Foundation – Creation Lodge

University of Calgary – Older Indigenous Adult Project and Indigenous Managed Alcohol Program



2020-2021 HIGHLIGHTS



ONE

We will utilize and apply evidence-based practices to enhance programming to be inclusive, strength based and break the cycles of dependency and vulnerability.

EFry conducted a formal evaluation of the Soksipaitapiisin Case Management Table and Calgary Indigenous Court with Alberta Justice and Solicitor General to analyze progress of the anticipated outcomes of a) reducing recidivism and b) reducing sentences that lead to incarceration. A review of the cohort for 2020 identified 76 individuals of who 67% did not reoffend during the following year of their participation, with 33% who reoffended. Half of those that reoffended did so within the first 3-4 months of their participation and were able to leverage their healing supports to prevent further offenses. Of these individuals all their offenses were related to addiction and connected to a relapse. Of the other 50% of those who offended 80% exhibit significant barriers including Fetal Alcohol Spectrum Disorders (FASD) or brain injuries. Their offenses were related to participation with others in their involvement and the offenses were more likely to be serious. The research project included participant and table member feedback surveys, interviews of participants, judges, crown and defense and an oral review by the Elders. Analysis of recidivism rates through Canadian Police Information Centre (CPIC), well-being through the Medicine Wheel Service Plan evaluation[®] and Alberta Justice and Solicitor General review of the Justice Online Information Network (JOIN) data.

In 2020-2021, we completed a research project with Dr. Gabriel Lindstrom of the University of Calgary, “Identifying the Foundations: Cultural Perspectives and Solutions for Indigenous Housing in Calgary.” This project was in collaboration with the Aboriginal Standing Committee on Housing and Homelessness. A housing provider survey was conducted to identify specific Indigenous housing stock in Calgary, an environmental scan of Indigenous design, housing programs and policies was also completed. The project included focus groups of front-line workers and lived experience who participated in an understanding of the areas of need for Indigenous housing in Calgary.

EFry continues to work collaboratively to support research and knowledge which informs better practices and to enhance the lives of those we serve.



TWO

Leverage and enhance partnerships with community initiatives and service providers

Throughout 2020-2021, collaboration of agencies and systems was imperative to address the barriers of the pandemic. EFry's collaboration with other organizations was imperative to ensuring that individuals could continue to be supported effectively in Calgary despite governmental restrictions and reduced capacity of most organizations. EFry conducted Indigenous court out of the EFry office through virtual means where offenders could attend their court dates safely, have their blanket ceremonies conducted and meet Elders. The case management table's contributions towards securing residential treatment, virtual group programming and access to other resources established successful outcomes for those participating in Soksipaitapiisin.

The EFry Volunteer program worked in strong collaboration with Alberta Justice and Solicitor General, Legal Aid of Alberta,

and Native Counselling Services of Alberta to support ongoing triaging of services and assisting with fluency the continual challenges of court access during the pandemic.



THREE

Build our brand and profile



EFry adapted our work significantly over the past few years, with a stronger focus on restorative justice and prevention than intervention in the prison system. Our work continues to evolve from an Indigenous worldview and addressing our services from the core of healing that contributes to individuals personal healing that is focused on improving the lives of Indigenous youth and adults. As such our organization continues to evolve the needs of Indigenous offenders who have struggled due to colonization and governmental assimilation policies.

In 2021, EFry commenced operations of a Transitional Housing Program for Indigenous women to support stabilization, work on recovery and preparation for treatment, and assist women with integrating back in the

community post incarceration. The program is focused on healing and wellness and skills towards personal independence.

FOUR

Enhance our transparency and accountability by assessing progress towards our goals

EFry works from the perspective of continuous quality improvement through evaluation of our services and supports, as well as focusing on analysis of our data to inform the direction of the agency.



FIVE

Expand and enhance the role of Board of Directors in funding, community engagement and accountability

Throughout 2020 and 2021, the board of directors continued to play a pivotal role in the leadership of the organization. Through leveraging of experiences and expertise, EFry Board of Directors provided contributions to the areas of fund raising, legal expertise, policy development, and overall advice on operational and fiscal management. The board of directors conducted the annual silent auction in both years and participated in collaboration with the agency and funding diversification plan which focuses on increasing corporate sponsorship, donors and new funding opportunities.

VOLUNTEERS

ADULT LEGAL ADVOCACY VOLUNTEERS

Silva Gaotoma	2019 – 2020
Maria Mendoza	2019 – 2022
Ivan Narvaez	2019 – 2022
Luz Marina Ramirez	2018 – 2020
Niloofer Taghavi	2022
Mercedes Calvo Toscano	2021

COURT VOLUNTEERS: CALGARY & CALGARY REGION

Abdualallah (Abdul) Abbas	2021 – present
Salman Abbasi	2019 – 2020
Abdullahi (Jay) Abdi	2021 – present
Akinola Abimbola	2019 – 2020
Prince Aboh	2021
Zahrakhanim Abdulla	2019 – 2020
Odion (Elizabeth) Adun	2021 – present
Shuada Ahmed	2021 – present
Eliana Alves	2019 – 2020
Karishma Akbari	2019 – 2021
Bradley Allen	2018 – 2020
Adebola Amao	2019 – 2020
Lynn Anderson	2019 – 2020
Mujtaba Arshad	2021 – present
Sanya Awan	2019 – present
Renalene Balatico	2018 – present
Lauren Barr	2020 – present
Maaheen Bashir	2020 – 2021
Nyssa-Marie Birkett	2018 – 2020
Myah Borhot	2021 – present
Gurpreet Brar	2019 – 2020
Taranpreet Brar	2019 – 2020
Mariana Bunu	2020 – 2021
Shaelyn Carr	2021
Katarina Cavar	2020 – 2021
Esther Chan	2020 – 2021
Renn Chang	2021 – present
Aiza Chaudhary	2021 – present
Heath Cox	2021
India Cyr	2021 – present
Afsah Dawood	2020
Ashna Dhalla	2018 – present
Simran Dial	2021 – present

Jesper Domingo	2020 – present
Jackson Eckes	2019 – 2020
Dianne Emerson	2019 – 2020
Robin Egerton	2021 – present
Olufunke Fasunon	2019 – 2021
Duaa Fatima	2020 – present
Patricia Floyd	2021
Andrea Fong	2018 – 2021
Toni—Sky Fox	2017 – 2019; 2021
Ana Fuenzalida Reyes De Batcu	2020 – 2021
Silva Gaotoma	2019 – 2020
Jashandeep Garcha	2021 – present
Morgana Genn	2021 – present
Manraj Ghuttora	2018 – 2021
Jai Gill	2021 – present
Alice Groot	2020 – present
Nour Haj	2020 – 2022
Fiza Hasan	2019 – present
Manahil Hassan	2021 – present
Furyal Hussain	2020 – 2021
Peace Ilenre	2019 – 2020
Grace Kabengele	2021 – present
Susan—Ruth Kamunya	2019 – 2021
Angela Kenny	2020 – 2021
Calvin Krause	2021 – 2022
Ambreena Ladhani	2020 – 2021
Kimberly Lautermilch	2019 – 2021
Nolan Lebioda	2021 – present
Jung (Jennie) Lee	2019 – 2020
Sarah Libke	2019 – 2021
Ethan Longinotti	2019 – 2021
Vivian Lu	2020 – 2021
Kaylee Lukawiecki	2021 – present
Ameema Malik	2021 – present
Supandeep Mann	2019 – 2021
Taylor Maxwell	2020 – 2021
Maria Mendoza	2019 – 2022
Najeeba Mohammadi	2021 – present
Musa Muneer	2020 – 2021
Bryna Nacomel	2020 – 2022
Wania Najam	2019 – 2020
Harshika Narayan	2019 – 2021
Ivan Narvaez	2019 – 2022
Tigist Nega	2019 – 2021
Michelle Nguyen	2019 – 2020
Sharleen Nijjar	2021 – present
Lynda Ofodile	2019 – 2021
Shayla Olsen	2018 – 2020

Folasade Olugbemi	2020 – 2021
Elizabeth Pam	2019 – 2020
Mansimran (Simran) Panesar	2019 – 2021
Clara Pastor	2019 – 2021
Krushni Patel	2021 – present
Rong Pei	2020
Cynthia Picard	2019 – 2020
Hoda Rahimi	2020 – present
Shazaib Rashid	2020
Dawn Read	2019 – 2021
Marie Rebutillo	2017 – 2021
Shallen Redmond	2021 – present
Sarah Rizvi	2018 – 2020
Jasleen Romana	2020 – 2022
Farahnaz Rostami	2019 – 2021
Serena Sajan	2018 – 2020
Aly Salman Samji	2021
Ravdeep Sandhu	2021 – present
Manasi Sareen	2019 – 2020
Sukhjot Saroya	2019 – 2021
Bivin Sathiaraj	2019 – 2020
Leyla Saunders	2020 – present
Gurmeet Sawaich	2018 – 2020
Krishna Shetye	2020 – 2021
Imaara Shivji	2019 – 2020
Sarah Sohal	2020 – present
Laura Somers	2020 – present
Marguerite Sonmor	2021 – present
Niloofer Taghavi	2019 – 2022
Arriane Tano	2021
Alykhan (Aly) Teja	2019 – present
Jason Tkach	2021 – 2022
Nicolle Tokarek	2020 – 2021
Jillian Tomimoto	2021
Yianne Tran	2021 – 2022
Shirley Van Noord	2020 – 2022
Annabel (Annie) Verrill	2021 – present
Rebecca Zeran	2021 – present
Yunfei Zhang	2021
Aliza (Liza) Zia	2019 – 2022

COURT VOLUNTEERS: LETHBRIDGE

Angela Dixon	2020 – 2021
Rebekah Patrick	2021 – present
Haley Pilling	2020 – 2022
Elizabeth Skinner	2021
Amanda Tran	2021 – present
Bjorn Verbeek	2021 – present
Grace Wirzba	2021

COMMUNICATIONS VOLUNTEERS

Noelle Gauthier	2019 – 2020
Jaskirat Ghuttora	2019 – present
Selwynne Hawkins	2018 – present
Kristy Koehler	2020 – present
Imoleogoluwa Lapite	2019 – 2021
Aimee McGrath	2020 – present
Alannah Page	2019 – present

YOUTH MENTORS

Natasha Gaspar	2018 — Present
Lindsay Ference	2019 – 2021
Felicia Fuertensberg	2018 – 2021
Rachel Cuatriz	2019 – 2021
Kim Lautermilch	2019 – 2021
Brad Rains	2017 – 2020
Zoe Grosskleg	2019 – 2020
Jackson Eckes	2018 – 2020
Juliana Heard	2019 – 2021
Alexa Coelho	2019 – 2020
Ashna Dhalla	2018 – 2020
Linden Szarka	2019 – 2020
Jessica Zuk	2018 – 2021
Kim Sherger	2018 – 2020
Valerie Lennox	2019 – 2021
Edmund Ferris	2020 – present
Toni Fox	2021 – present
Erin Ramsperger	2020 – present
Abby Adekugbe	2020 – 2022
Roshani Puri	2021 – present
Shannon Snelling	2021 – present
Ben Isenstein	2020 – present
Valerie Chin	2020 – present
Emily Carter	2020 – present
Sarah Newcombe	2020 – present
Dana Stan	2021 – present
Arnold Crowchild	2021—present

VOLUNTEER PROFILE - 2020-2021

*natasha
gaspar*

Natasha Gaspar is a human services worker in the social services field, and a certified K-12 Teacher. She has extensive experience working with children, youth, and adults with addiction and mental health struggles. Natasha has been volunteering with EFry since 2018 as a youth mentor, as well as she as in the past she volunteered on the Youth criminal floor.

Natasha heard about EFry in 2018 when she was looking for volunteer opportunities in the community to support youth around recidivism and the barriers they face. At the time in 2018, her plan was to either apply to law school, or go into teaching, and she was looking for volunteer opportunities that would allow her to connect to the Calgary advocacy community. Natasha has always been extremely passionate about supporting individuals on their journey to resiliency, and meeting them where they are at. When coming across the Elizabeth Fry Society of Calgary's website, Natasha immediately inquired about becoming both a Youth Mentor and a Youth Criminal Court volunteer and I soon began her involvement in both volunteer roles.

As a Youth Mentor and a former Youth Criminal Court volunteer, I gained first-hand experience in learning about the logistical procedures in both the youth and adult criminal court systems. She states, "To me, one of the most important things that I have learned is the importance of taking a person-centered, trauma-informed approach in both supporting and advocating for the marginalized populations that we serve at Elizabeth Fry." Within her time as a volunteer at EFry has allowed her to support youth through the complex social issues they experience, and explore the cycle of poverty on a deeper level by providing youth with positive support. As a Mentor, she works on connecting them to community resources for lasting change to occur. In terms of Natasha's strengths, she indicates that these experiences have strengthened both her active listening skills and has made her a better person.

From her perspective, the stories and experiences that these youth have shared with her has been fulfilling, particularly as a person who they trust to confide in. She indicates, "**These are youth who allow you to take a glimpse**

into their lives and show you the most vulnerable side of them. I have learned so much from them, and the least I can do is to volunteer my time and continue building on these relationships because these youth deserve to know that they are important and they matter."

Natasha believes that the Elizabeth Fry Society has taught her the importance for more compassion and empathy when walking alongside individuals on their journey to resiliency. She advises, "**Many people fall through the cracks of complex social issues within the cycle of poverty, and I think that individuals that face adversity deserve to be heard, and listened to. In both my professional and personal life, I treat others the way I want to be treated, and my experience at EFry has taught me the importance of practicing compassion and empathy for myself, for those around me, and appreciating the vulnerable moments of this journey."** Natasha indicates her volunteer work at EFry with youth in the justice system has made her a better person. Her experience as a Youth Mentor and a Youth Court volunteer has challenged her as a person, has allowed her to partake in a lot of "unlearning" around preconceived notions or biases she may have had, and it has allowed her to support youth in both their growing confidence and self-compassion for themselves.

Natasha' has seen first-hand the impact that the Elizabeth Fry Society has made in the community. She believes EFry truly offers different pathways to healing for different supports and advocacy for marginalized populations who are affected by these complex, systemic, social issues. Furthermore, she indicates these social issues can contribute to both criminalization, and oftentimes, recidivism. She states, "**EFry truly does build bridges within the community by offering resources and consistent support that is necessary to remove the different barriers individuals face."** Natasha explains that from the youth advocacy perspective within the justice system, EFry offers support to youth as soon as they walk through the doors to check in at court, to the invaluable professional and pro-social experiences and relationships that are created to support youth in fighting recidivism.

She expresses,

"I am very lucky that I am part of an organization that truly supports women and youth, wherever they are at, and provides them with a pathway for healing."

VOLUNTEER PROFILE - 2020-2021

*ashna
dhalla*

Ashna Dhalla graduated from the University of Calgary with a psychology degree and is currently aiming for law school. She has been a volunteer at EFry in various positions which includes adult criminal court, youth court, and the youth mentorship program.

When Ashna was in university, a professor told her about EFry and how it could be an interesting volunteer opportunity for students looking to enhance their knowledge of the legal system. She directed herself to the website to read EFry's mission and felt that she wanted to be involved.

Throughout her life, she has always been interested and passionate about empowering women and youth, and wanting to help vulnerable populations. For her, EFry was (and still is) an opportunity to learn more about the field she is interested in, as well as work directly for a cause that she could be passionate about.

Volunteering for EFry in various different positions has continued to teach Ashna about our legal system and the different resources available to vulnerable populations and the

general public. As a youth mentor she would go to the Calgary Youth Offenders Center (CYOC) to visit her mentee. These visits taught her how youth correction centers operate, and how to access different programs for her mentee. More importantly, this experience gave her valuable insight to the countless difficulties that youth face while in custody. Throughout her volunteer experience, whether it was helping at court or mentoring youth, she has enhanced and developed a range of different skills. She indicates, **“For instance, I have improved on conflict-resolution and learning how to deescalate a situation. I have enhanced my ability to problem solve and be as efficient as possible dealing with a high volume of clients. Moreover, I have learnt how to conduct social skills with compassion as many of the people that I help are under a tremendous amount of stress.”**

On a personal level, volunteering with EFry has taught Ashna to practice gratitude daily, as she has worked first hand with people who do not have shelter, support, and have experienced unimaginable trauma. Professionally, it

has also made her realize that she wants to pursue a career that could allow me to help vulnerable people. Moreover, working with EFry has helped her to develop a passion for learning about law, political systems, and factors that affect human behavior.

Ashna advises, **“I believe that EFry should be supported by the community as it provides advocacy, support, and resources to those who need it the most. Oftentimes, navigating the legal system and accessing resources is daunting, stressful and sometimes unrealistic to do alone. Spending time volunteering in both adult criminal and youth court has shown me the importance of having a volunteer to help the accused and manage the flow of traffic going in and out the court rooms. Lastly, the impact of trauma is evident in our youth correctional facilities, and having mentors can help break the cycle of incarceration.”**

Ashna indicates that being with EFry has helped diversify her views and has made her more understanding and compassionate. She believes that EFry effectively serves individuals seeking support as it provides resources, advocacy and nourishes self-worth for vulnerable people.



COMMITTEE WORK

2020-2021

Aboriginal Standing Committee on Housing and Homelessness

Inter-Agency Employment Board of Calgary

Justice Sector Constellation

Law Society of Alberta – Indigenous Advisory Committee

Sahwoo mohkaak tsi ma taas Indigenous Advisory Council – Calgary Legal Guidance

Natoos'i Community of Practice – United Way of Calgary

Safety for Indigenous Women in an Urban Setting

Is kitsii gome, 7 Brothers Circle – City of Calgary – Indigenous Housing Circle

COLLABORATIONS

2020-2021

Aboriginal Friendship Centre Calgary – Smudge Vow

Aboriginal Futures

Aboriginal Standing Committee on Housing and Homelessness

Affinity Mentorship

Alberta Health Services – Mental Health Diversion and Addiction Services, Calgary, Edmonton and Lethbridge Adult Addictions, Renfrew Detox Centre, and Rapid Access Addiction Medicine

Alberta Justice and Solicitor General – Calgary Court Centre, Lethbridge Courts, Regional Courts of Southern Alberta, Calgary Women's Annex, Calgary Young Offender Centre, Calgary Indigenous Court, and Policy, Analysis and Communications Team, Alberta Community Corrections, and Prosecution Services.

Alex Youth Centre

Antyx

Arts Commons

Awo Taan Healing Centre

Bow Valley College

Brenda Strafford

Calgary Board of Education

Calgary Bridge Foundation

Calgary Catholic Immigration Services

Calgary Communities Against Sexual Abuse

Calgary Housing Company

Calgary John Howard Society

Calgary Legal Guidance

Calgary Police Services – Indignons Liaison Officer

Calgary Public Library - Reinstatement Team

Calgary Region Immigrant Employment Council (CRIEC)

Calgary Youth Probation

Canadian Association of Elizabeth Fry Societies (CAEFS)

Centre for Newcomers

Child and Family Services

Columbia College

Correctional Services of Canada – Parole

Discovery House

Duke of Edinburgh

Enviros

Erin De Denus Psychological Services

Freedom's Path Recovery – Addictions Counselling

Foothills Detox Centre

Good Samaritan Club of Calgary

Homefront

Immigrant Services Calgary

Interfaith Food Bank

Intensive Rehabilitative Custody and Supervision Program

Journey's Program

Kainai Probation

KDJ Healthy Options

Leftovers

Legal Aid of Alberta

Making Changes Association

Medicine Hat Recovery Centre

Metro City Medical Centre

Miskanawah - Ka-pe-kiwehtahat Indigenous Housing Support and Tawaa Family Centre

Mustard Seed

Momentum – Money Moccasins

Native Counselling Services of Alberta

Nelson House

Office of the Public Guardian and Trustee

Oxford House

Piegan Prevention Services

Poundmakers Lodge Treatment Centre

Pro Bono Law

Safe Communities and Opportunities Resource Centre (SORCe)

Salvation Army - Centre of Hope

Sara Ludu and Associates

Sharp Foundation – Murray's House

Siksika Child and Family Services

Simon House

Soap for Hope

SunAlta Community Association

Sunrise Healing Lodge

Stoney Community Health Centre

Student Legal Assistance

Temporary Foreign Workers Advisory Office

Trellis – Homestay and Homefire

Tradewinds

Tribal Artist Society

University of Calgary

West End Legal Centre

Women in Need Society

YMCA



2022 OUTLOOK

As we refocus our work on restorative justice and individual wellness, we will continue to advance and establish services and supports which reflect empowerment, and encourage healing.

EMPOWER CHANGE, BUILD COMMUNITY.

CONNECT WITH US


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