



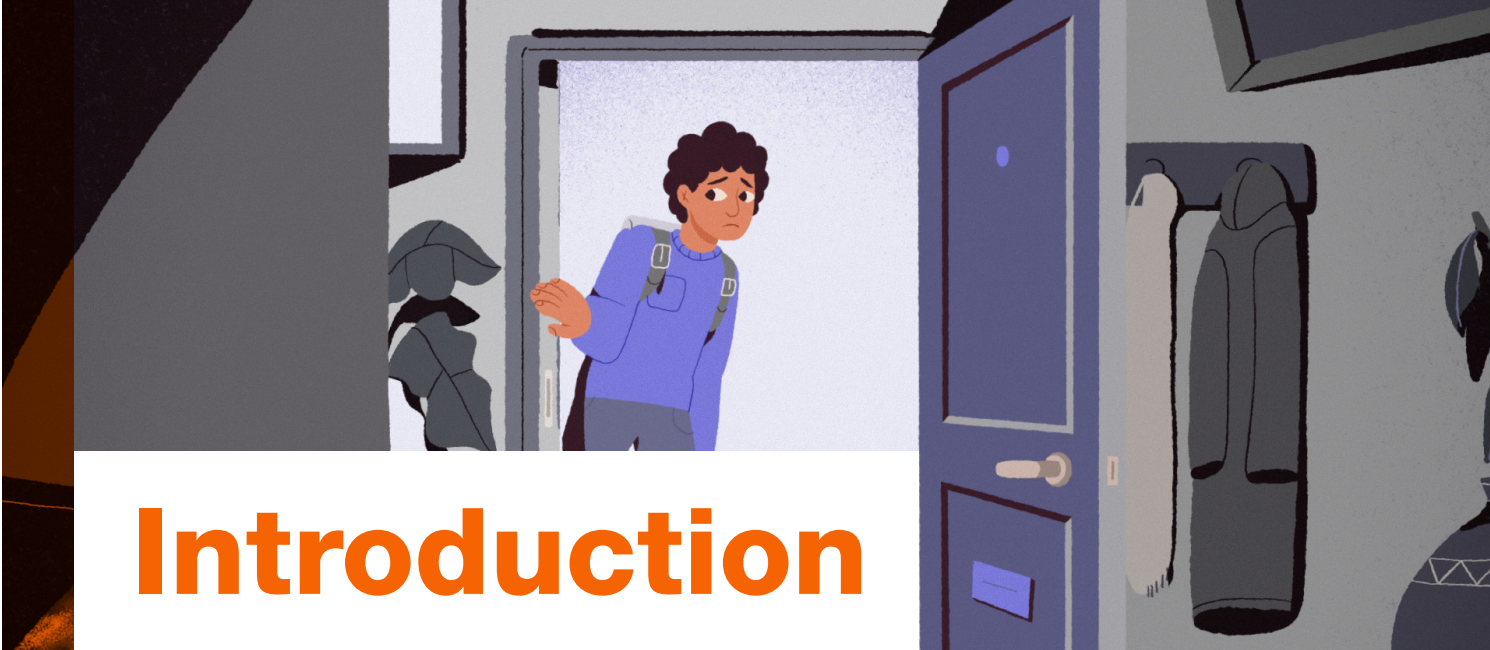
The Orange Door Project

THE HOME DEPOT CANADA FOUNDATION

2022 - 2030

Strategic Roadmap





Introduction

Since 2013, The Home Depot Canada Foundation has been committed to preventing and ending youth homelessness in Canada. Together with our community partners annually across the country, we work to remove barriers, break cycles of inequity, and enable youth at-risk of facing homelessness to achieve positive development outcomes.

In Canada:



1 in 5
people
experiencing
homelessness
are youth.



16 years old
is the average age
a young person
first experiences
homelessness.



**35,000 -
40,000**
youth experience
homelessness
each year.

The Home Depot Canada Foundation knows that there is not a one size fits all solution to preventing and ending youth homelessness. That is why we have designed our 2022-2030 strategic roadmap to reflect the variety of ways we will support long-term solutions to youth homelessness.



Collaborators

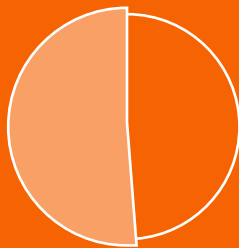
To inform this strategic plan The Home Depot Canada Foundation consulted with the following:





2022 and Beyond

The Home Depot Canada Foundation remains committed to preventing and ending youth homelessness. This strategic plan outlines how this work will be executed and the specific interventions and work the Foundation will target to support.



Over **50%**
of adults experiencing
homelessness had their first instance
before the age of 25.

We know that if we can prevent a person from experiencing homelessness as a youth, they are less likely to experience chronic or adult homelessness. Through the 2022-2030 strategic plan, The Home Depot Canada Foundation will support initiatives that foster healthy pathways to prevent and lift youth out of homelessness.

Together with The Home Depot Canada, suppliers, customers and associates we've invested \$50million so far, and we're just getting started...

Theory of Change

Ultimate Impact

Foster Healthy Pathways and Lift Youth Out of Homelessness

Invest \$125M by 2030

Enabling systematic change to prevent and end youth homelessness by equitably investing in:

Strategic Priorities



Always On

- Increase funding to end youth homelessness
- Make strategic investments and measure impact
- Apply an equity framework to all grantmaking



Methodology



Increase Funding to End Youth Homelessness

- Stretch fundraising targets annually
 - Seek diversified revenue strategies to support the Foundation's work
 - Present opportunities for government funding to support the youth homelessness sector
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Implement an Equity Framework with Granting

- Ensure grant applications are accessible to all partners
 - Include questions in applications that ask organizations to outline their commitment to DEI
 - Increase support for organizations that support underrepresented youth, including Black, Indigenous, female-identified and gender diverse, LGBTQ2SIA+, and new Canadian youth
 - Prioritize funding for organizations that are led by the community they serve
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Make Strategic Investments and Measure Impact

- Develop grant programs to support funding quality over quantity
- Continue third party monitoring and evaluation to measure impact, including Equity Audits
- Increase Charity Partner's evaluation capacity and leverage community-based approaches



Cross Cutting Themes



Innovation and Capacity

Invest in charities' capacity to scale and replicate successful programs and pilot innovative ideas



Collaboration

Strengthen sector-wide networks, develop partnerships and support collaboration



Knowledge Building

Invest to understand and amplify root causes and possible solutions

Each strategic priority will encompass these themes



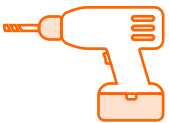
Strategic Priorities



Expand Stable Housing



Strengthen Wrap Around Community Supports



Prepare Youth for Employment



Grow the Home Depot Canada Foundation's role in the youth homelessness sector



Strategy 1:

Expand Stable Housing for Youth

Intended Outcome: Increase youth housing availability to ensure stable and safe housing needs are met.

Goal: Support both capital and operational costs of free or affordable housing spaces available nationally for youth when they need it. Invest in renovation projects that provide safe and secure housing for and supports to enhance their well-being. Increase awareness for youth in need of the services available to them.

Investments could include: Affordable housing projects, Housing First for Youth, transitional support programs, operational costs to support housing programs.

Innovation and Capacity

- Transitional Housing
- Capital projects have a goal to provide affordable housing to youth
- Operational costs for housing support (ex: housing support workers, rental deposits, transitional support)

Collaboration

- Invest in projects that include a holistic approach to supporting youth, including employment opportunities and social supports.

Knowledge Building

- Support research and advocacy on affordable youth housing models.



Strategy 2:

Strengthen Wrap Around Community Supports

Intended Outcome: Address root causes of homelessness upstream by providing wrap around supports that enable healthy pathways that would lead to the reduction of youth experiencing homelessness.

Goal: Invest in holistic initiatives that not only will identify youth at-risk of experiencing homelessness, but also build organizations' capacity for early intervention to prevent youth from re-experiencing homelessness.

Investments could include: Prevention work, youth empowerment programming, reinforcing family and natural supports.

Innovation and Capacity

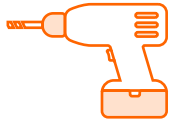
- Invest in Youth Reconnect
- Shelter diversion
- Build capacity for aftercare supports
- Peer support models

Collaboration

- Support community-based approaches
- School based interventions, including Upstream
- Family and natural supports

Knowledge Building

- Programming that supports youth before they are deemed “at-risk”
- Continue to invest in work that identifies root causes of youth homelessness



TradeWorx

Strategy 3:

Prepare Youth for Employment

Intended Outcome: Combine training and education with social supports to create a higher likelihood that youth will find a meaningful career and secure/maintain housing.

Goal: Provide funding to organizations that are supporting education and employment opportunities for youth at-risk of or experiencing homelessness. Equip our partners with the funding needed to ensure youth have access to secure careers, including but not specific to those in the trades.

Investments could include: TradeWorx, career programming, scholarships and bursaries, interview training and stipends.

Innovation and Capacity

- Expand TradeWorx
- Support employment programs that combine housing and social supports
- Youth Scholarships and bursaries

Collaboration

- Provide opportunities for housing/renovation projects to leverage youth employment partners
- Identify opportunities for THD employment pipeline (HD, PRO, vendors/suppliers)

Knowledge Building

- Addressing barriers to employment and education
- Social procurement policies



Strategy 4:

Grow the Home Depot Canada Foundation's role in the Youth Homelessness Sector

Intended Outcome: Increase support for the homeless youth sector and awareness about the issues underrepresented youth face.

Goal: Work across sectors to mobilize a wide range of stakeholder with the goal of co-creating solutions to prevent and end youth homelessness. Drive advocacy and awareness in communities across Canada.

Investments could include: Prevention funders table, policy support, Team Depot volunteerism, investing in values based communications.

Innovation and Capacity

- Diversify Foundation's Fundraising
- Secure Pro and in kind support
- Increase charity partner's impact measurement capacity

Collaboration

- Working together with:
 - HD Associates
 - Supplier and Vendors Community
 - A Way Home Canada
 - The Home Depot Canada Foundation committees
 - HD Customers
 - Government

Knowledge Building

- Investing in thought leadership
- Reporting and sharing THDCF's impact
- Inside the Orange Door Podcast
- Building awareness
- Our work is guided by population that we serve

Key Terms

The Home Depot Canada Foundation define these terms as:

Capacity Building: supporting organizations to reach the next level of operational, programmatic, financial, or organizational maturity, so it may more effectively and efficiently advance its mission into the future.

Equitably investing: To ensure funding is allocated to organizations based on the understanding that each partner has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome. Priority will be given to Black, Indigenous, LGBTQ2SIA+ led organizations and charities supporting female identified or gender diverse and new Canadians.

Family and natural supports: interventions focused on preventing and ending youth homelessness through strengthening relationships between vulnerable young people and their support networks, including family.

Housing first for Youth: a rights-based approach that immediately provides young people (aged 13-24) who are homeless or at-risk of becoming so with housing and personalized supports based on their individual needs. It can also be a homelessness prevention model, or a way to support young people leaving corrections, care, or mental health facilities.

Prevention: Homelessness prevention refers to policies, practices, and interventions that reduce the likelihood that someone will experience homelessness. It also means providing those who have been homeless with the necessary resources and supports to stabilize their housing, enhance integration and social inclusion, and ultimately reduce the risk of the recurrence of homelessness.

Quality programs: Initiatives that have proven to be successful through research and evaluation and/or have been recommended and vetted by those with lived experience or have demonstrated success through our partners in the sector.

Stable Housing: the extent to which an individual's customary access to housing of reasonable quality is secure. Secure housing has 8 main dimensions: housing type, recent housing history, current housing tenure, financial status, standing in the legal system, education and employment status, harmful substance use, and subjective assessments of housing satisfaction and stability.

Systematic change: occurs when change reaches all or most parts of a system, thus affecting the general behavior of the entire system. It can be gradual institutional reforms, but those reforms must be based on and aimed at a transformation of the fundamental qualities and tenets of the system itself.

Wrap-around community supports: a team-based, collaborative case management approach. Describes any program that is flexible, family or person-oriented and comprehensive – that is, a number of organizations work together to provide a holistic program of supports.

Youth: We define youth between the ages of 12-29. This is a slight expansion for the purpose of supporting more upstream initiatives as well as aftercare.

Youth Reconnect: a preventative intervention designed to provide support to vulnerable young people in the communities where they have developed social connections and supports, while encouraging youth to engage or re-engage with education.