



# ROOTS TO GROW: EVA'S GUIDING PRINCIPLES

*Image: 1994 groundbreaking ceremony at Eva's Place  
with supporters and family of our late founder, Eva Smith*

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## ROOTS TO GROW: EVA'S GUIDING PRINCIPLES



### EVA'S IS... A REFLECTIVE, LEARNING ORGANIZATION

What works for youth changes over time and youth we work with need tailored approaches that meet their diverse needs. Rooted in a history of innovation, **Eva's is committed to growing our own knowledge and finding out how we can do better.** We embrace continuous learning to improve our practice and change the status quo, grounded in social consciousness and critical self-reflection.

Structurally, Eva's will come into our own as a "learning organization". We will build on our strengths and dedicate the leadership and resources we need to develop and evaluate effective approaches to reach our goals. We will foster a trusting, empathetic environment and a workplace culture marked by curiosity, constructive criticism, and creativity. In the end, we don't know all the answers, but we can humbly learn from the lived experiences of youth, our own successes and challenges, and the broader evidence base to become the best we can be and share that knowledge with our community partners.



### EVA'S PUTS ... YOUNG PEOPLE AT THE CENTRE

**Young people are centered at Eva's as human beings with inalienable human rights.** Eva's not only aims to provide excellent resources and programs tailored to young people's developmental, cultural, and individual needs, but we also want to bolster their self-determination, efficacy, self-advocacy, and strengths.

We challenge ourselves to shed institutional mindsets and take joy in the opportunity we have to assist youth on their journeys. We want to become a place where young people have the space to lead the organization's direction, the support to become partners in service delivery, and the voices to hold us accountable for how resources are used for their benefit.



### EVA'S IS ... RELATIONSHIP-FOCUSED

For young people to move in from the margins and gain a sense of true belonging requires healthy relationships rooted in trust, transparency, empathy, fairness, consistent and appropriate boundaries, strong conflict resolution, and strengths-based communication.

**Eva's will do all we can to help youth grow healthy relationships with us and their families, neighbours, peers, colleagues, and communities.** Knowing that young people look up to us, we will model healthy relationships ourselves and structure our environment and approach to enable relationship-building success.

 **EVA'S APPROACH IS ONE OF ...  
JUSTICE-DOING**

Homelessness is a symptom of social injustices. Ultimately, the only way to end it is to get at its root causes and take on our all-encompassing responsibility to foster social justice.

**Eva's will support our team to pursue equitable outcomes through anti-oppressive, intersectional service approaches and we will be an organization that is reflective of the diverse communities we serve.** We will challenge systemic barriers and power imbalances impacting youth and we will avoid unwittingly perpetuating an unfair status quo. Eva's will do all we can to ensure that young people not only have access basic survival resources but can actualize their rights and are treated with dignity and respect. We will make every effort to practice justice in the way we function as an organization.