

ELIZABETH FRY SOCIETY OF PETERBOROUGH



Prepared By

Chelsey
McGowan

Prepared for

EFry Staff, Board,
and Community

Self-Identified Staff Lived Experience Report

Data Collection from June 21/23 to August 8/23



IN THIS REPORT

The data included in this report is from a survey of 27 Elizabeth Fry Society of Peterborough (Efy PTBO) staff between June 21, 2023 and August 8, 2023.

Staff participated voluntarily and were provided with compensation for engaging in the survey. All identifying data has been destroyed so that no responses can be traced back to the staff who submitted them.

This report serves to display and honour the level of lived experience that existed within the staff cohort at Efy PTBO during the aforementioned dates.

We thank all staff who participated in the survey, both current and past, and appreciate your contributions to the agency, the service users, and the community.

Never forget the difference you make.



Chelsey McGowan

on behalf of the Efy PTBO management team

DEMOGRAPHICS

27

Total Respondents

Gender Identity

**multiple selections possible*



21
Female



5
Male



2
Non-Binary



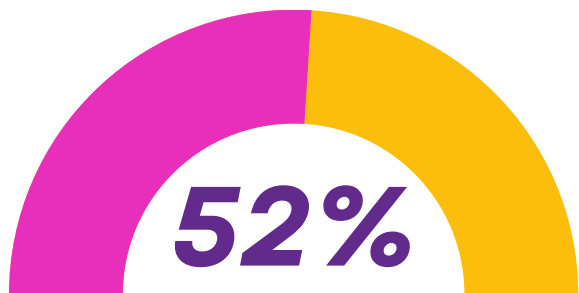
1
Two-Spirit



1
Gender Fluid

0 responses recorded for: Agender, Pangender, Gender Neutral, Transgender Male, Transgender Female

DEMOGRAPHICS

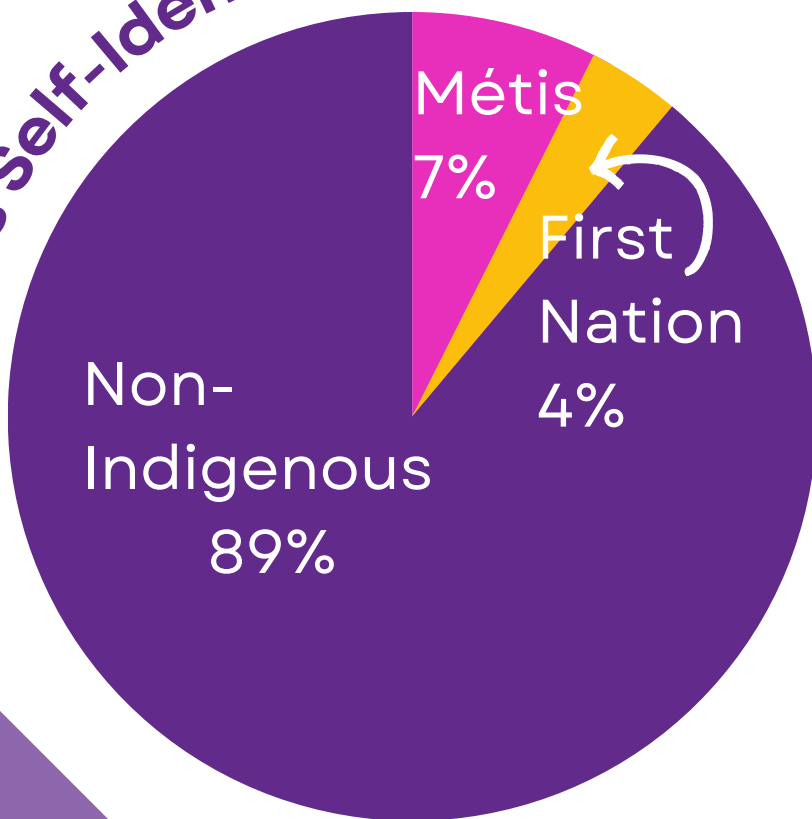


Identify as a member of the 2SLGBTQIA+ Community

22%

Are a visible minority in Canada

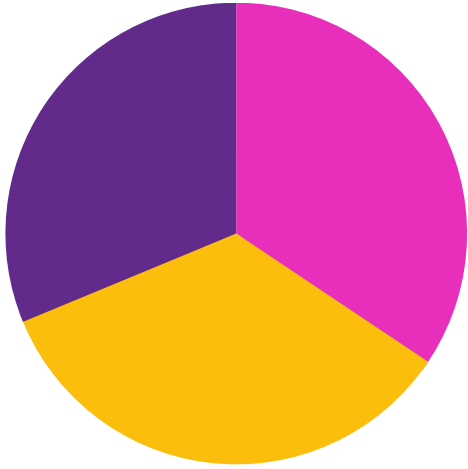
Indigenous Self-Identity



**0 responses recorded for Inuit*

LIVED EXPERIENCE - JUSTICE

*Lived experience questions were separated into 2 groups - personal lived experience, and family/friend/loved one



11 had criminal justice involvement as a youth
11 had criminal justice involvement as an adult
10 had no criminal justice involvement

5 as youth, 18 as adults

Have supported close or immediate family members going through the criminal justice system

8 responses for "no"

Youth Record
7.4%

Adult Record
25.9%



Never
66.7%

4

Have been incarcerated, including house arrest

LIVED EXPERIENCE - POVERTY + MENTAL HEALTH

Eighteen

Have been homeless/without
housing/living rough

**This includes couch surfing + shelter stays*

72%

Have utilized either
Ontario Works
(OW) or Ontario
Disability Support
Program (ODSP)

Living with
diagnosed or
undiagnosed
mental health
conditions:

Twenty Three

LIVED EXPERIENCE - SUBSTANCE USE



81%

Have **personal** lived experience with substance use

100%

Have supported a **family member/friend/loved one** who used an illegal substance, or legal substance outside of the prescribed amount

59%

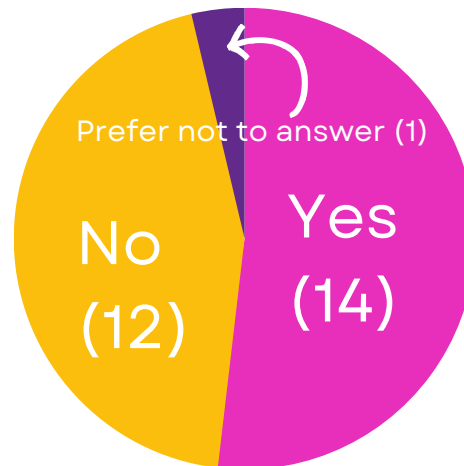
Have **personal** lived experience with **addiction** to substances

96%

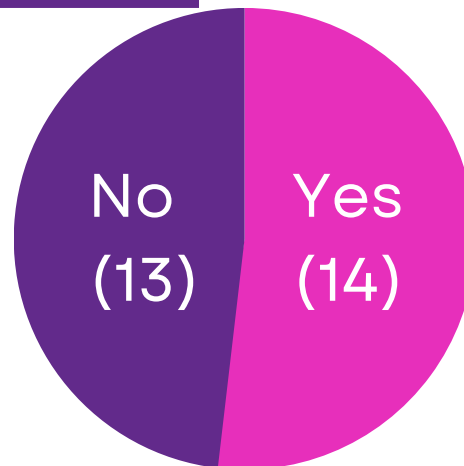
Have a **family member/friend/loved one** with lived experience of **addiction** to substances

BARRIERS DUE TO LIVED EXPERIENCE

Have you ever experienced barriers to **employment** due to your lived experience?



Have you ever experienced barriers to **education** due to your lived experience?



What barriers did you experience?

"I often struggle with emotional regulation and fear of reaching for the stars in case I am met with rejection (rejection sensitivity)"

"Poverty, lack of supports when needed, loss of bursaries because of parents' inability to file taxes"

"Criminal record created barriers to employment"

BARRIERS DUE TO LIVED EXPERIENCE

What barriers did you experience?
(continued)

"Weight-related discrimination due to mental health and food addiction, employment terminations due to mental health, managing finances due to mental health"

"criminal record for both school and work; assumptions based on past experiences (i.e. well you did drugs before so you're probably doing them now)"

"I was very highly regarded in my work place until I disclosed I had a diagnosed mental illness. This stopped my continuous promotions"

"My diagnosed and undiagnosed mental health concerns were barriers to education for me. I was unable to participate/engage with content the way my peers could and I had a very difficult time overcoming challenges to achieve what i wanted to"

"Not being able to pass university due to substance use issues as a young adult"

"Barriers to education included no accommodations due to undiagnosed/unbeknownst mental health issues, no supports, etc."

"Difficulty applying, lack of access to support, lack of accommodation, lack of awareness, lack of understanding"

"Difficulties in relationships, difficulties in focusing on education, difficulties with money/time management"

"Inability to apply to jobs, refused work"

"Due to the abuse bestowed upon me from the person with addictions, my self esteem suffered and therefore affected my ability to have the confidence to attend school"

"Stigma, Discrimination, Chronic Pain"

"financial barriers, background checks"

"I had accommodations in College due to mental health"

"Was not hired for position as the interviewer said although I was tied with another candidate they hired them because they did not have a criminal record - that was the only difference between the two candidates. Also, once I was charged, the school told me I should "take a break" from my education to seek resolution before I continued as I was not in a good place to be in the program"

"I live with a few anxiety disorders. I haven't gone for proper assessment mostly because of shame, fear, lack of transportation, and overwhelmed by other situations in my life. Lots of severe mental illness in my family and I have seen the side effects of medication too, not sure I want meds pushed at me. I also can't afford medication. I was always scared that mental illness would be used against me when it comes to my ex and custody of my child."

"Discrimination for diagnosis, discrimination for LGBT identity, disability discrimination, difficulty with finding a job, etc."