



Annual Report

UNITY Charity

2022-23

UNITY

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To the UNITY Family!



Rebecca Harrison

EXECUTIVE DIRECTOR

I'm going to keep it really, really simple this year, because this annual report truly **speaks for itself.**

On behalf of the entire Unity community, I am deeply proud to present a summary of our impact over the last three years. Our strategic plan was created in 2019 by 36 members of the Unity team, board, and community, and has functioned as a roadmap for our development from 2020 to 2023.

Despite the immense turbulence we've all lived through in the recent past, you will see in this report that Unity has, incredibly, taken momentous steps forward. With an unwavering commitment to improving the mental wellness of young people, and a shared vision of our role in that change, our organization and ways of working have evolved for the better. All I ask as you read through this report, is that you reflect on the incredible innovation, and boundless passion that the entire Unity team has drawn upon to achieve the impact we share here.

Without the energy and dedication of our staff, board, artists, volunteers and partners, none of this would be possible.

Without the trust and generosity of our donors and funders, none of this would be possible.

Without the beautiful community of Unity youth and artists who continue to allow us to walk alongside them in their journeys towards wellness, leadership and creative excellence, none of this would exist.

Thank you for being here with us, thank you for sharing in our celebration by reading this annual report. Read on, and be **AMAZED** :)

Peace, Love and Unity,

Rebecca

Special thanks to our 2022-23 team

ARTIST FACILITATORS

Andre Fenton
Caerina Abrenica
Charlotte Carbone
Ethan Sharer
Gee Soropia
Harry Zhang
I'thandi Munro

Jahmeika Reid
Jamari Whittaker
Javier Lopez
Jordan Farmer
Levi Morrison
Marcus Paris-Johnson
Marian Morskyi

Martin Gomes
Melly Davidson
Michael Brobbey
Monica Fern
Nathaniel Dooks
Nick Manalo
Nick Nguyen

Renier Torres Calvo
Rohan White
Sara Graham
Stephanie Caldeira

STAFF

Aaleem Mohammed
Adrian Bernard
Adrian Chan
Andel James
Arjun Raj

Bhavani Kidambi
Bob Veruela
Catherine Turcotte
Clinton Ghosh
David Delisca

Jordan Farmer
Maddie Lee
Mahad Shoab
Olasunkanmi Adebero
Rebecca Harrison

Rock Mejia
Tyler Edwards

BOARD

Antoinette R. Tumillo
Beth Horowitz
Chantal Brine

Keysha Fanfair
Leslie Rivers
Miri Haddas Koller

Ome Saidi
Samer Abughannam
Sarah Kwan

Sundeep Ghokale
Yasmin Wright

PROGRAMS & EVALUATIONS

Catherine Turcotte
Clinton Ghosh
Japji Anna Bas
Jesse June Jack
Mahad Shoab
Samer Abughannam
Sarah Earl
Saretta Herman

RESOURCE

Antoinette Tumillo
Mahad Shoab
Rachna de Koning
Raj Tandon
Rebecca Harrison
Sarah Kwan

FINANCE

Cathleen Gu
Christopher Czorny
Leslie Rivers
Olasunkanmi Adebero
Omeonga Saidi
Rebecca Harrison

GOVERNANCE & HR

Bob Veruela
Chantal Brine
Janet Dodge
Julie Whitfield
Maddie Lee
Miri Hadas Koller
Nofil Nadeem
Rebecca Harrison
Sundeep Ghokale



MISSION

UNITY is a national charity that helps underserved youth develop resilience through Hip Hop.

VISION

UNITY improves young people's lives and contributes to healthier communities.

How does UNITY build resilience in youth through Hip Hop?



VALUES

YOUTH

Youth are at the centre of Unity. We exist as an organization to serve young people in need of ways to express themselves positively, in need of community, encouragement and support, in need of representation and platforms so that they may be heard and seen. We prioritize youth by including them in the conversation, by listening to them, and by guiding and mentoring them.

HIP HOP

To Unity, the Hip Hop elements are languages through which we're able to connect, teach, inspire, and engage with youth. The history of Hip Hop, and the foundational values of the culture--social justice, peace, respect, self-worth, and community--are values and stories we strive to embody and share, so that youth may find inspiration, motivation and lessons of resilience within them.

COMMUNITY

To Unity, community represents places and spaces where people feel seen and connected. Community means sharing, support and safety. In our work, community is foundational - it is at the centre of all we do. Helping others to find and experience belonging in community, and finding it ourselves, motivates us and moves us all closer to success and wellness.

RESPECT

To Unity, respect means treating every person with dignity, consideration and honour. In our work, respect is important because it allows us to build lasting relationships and create spaces where people feel dignified and safe to grow, learn and work. Respect is also important to Unity as a foundational value of Hip Hop.

INTEGRITY

To Unity, integrity is all about transparency and truth - living authentically, upholding values even when it's hard, and being honest with ourselves and others. In our work, integrity is important because when our words, actions and intentions all align, we're able to build trust and tolerance.

PASSION

To Unity, passion is the fire within, loving what you do and who you are. Passion is recognizing what moves the spirit, and honoring that need. In our work, passion is essential because it breathes life into our collective efforts, and keeps us hungry for change and growth.

Theory of Change

Here's how we build healthier communities and achieve our impact in the world!



WHY WE EXIST

Youth mental health is in crisis. This is not just a recent phenomenon; the mental well-being of youth has been on a decline for the past two decades. The pandemic has only intensified this decline.

Youth encounter significant barriers in accessing mental health supports. From not knowing where to look, running into waitlists, to feeling like the adults aren't really listening or being welcoming, the list goes on...

There is a very real digital divide in Canada, and the cost for high speed internet and devices prevents young people from accessing online programs and services, especially in rural communities.

Hip Hop art forms, including Graffiti, MCing, and Breaking, are often overlooked for funding, recognition and infrastructure support compared to traditional art forms like theatre, ballet and opera. Despite their increasing global credibility and recognition, as seen with Breaking recently becoming an Olympic sport, Hip Hop faces significant barriers to funding

WHAT WE DO

We inspire youth in schools through interconnected programs and outreach initiatives where Hip Hop artists promote the art forms as mediums for expression, overcoming obstacles, finding connection and resources.

We engage youth through community programs led by their peers and caring adults where they build resilience, social capital, and transferable skills.

We empower youth through advanced opportunities that offer professional development, economic opportunity, leadership and support youth to explore spaces, events, and careers within and beyond our national network.

Everything we do is completely FREE, and we offer healthy snacks and tech, transport and data subsidies to ensure young people don't run into barriers when accessing our programs.

Our Impact



Here is a snapshot of our impact from 2022-23!

"I learned that Hip Hop can make you feel important and find a sense of belonging and with that I will make sure to practice the art more often when feeling down or unimportant. Thank you for that!"

— Youth Testimonial

SCHOOL PROGRAMS

We served over 5,700 youth through INSPIRE in-school workshops across 31 schools in Ontario, Nova Scotia and Manitoba. 77% of youth learned how Hip Hop can help people respond to stressful situations, better understand their emotions, and resolve conflict. Participants got to try out a Hip Hop art form, realized how accessible Hip Hop art forms could be, challenged themselves in new ways, and gained new perspectives!



77%

Of youth learned how Hip Hop can help people respond to stressful situations, better understand their emotions, and resolve conflict.

5700

Youth through in-school workshops

31

Schools in Ontario, Nova Scotia and Manitoba served



Here is a snapshot of our impact from 2022-23!

UNITY FESTIVAL

We hosted our 15th Annual Unity Festival in 2023, engaging 2,500+ youth, artists, and audience members coast to coast!

93% of attendees gained a greater awareness of Hip Hop culture, felt more connected to the community, and gained awareness of Unity and its Hip Hop programs!

2500+

Youth, artists, and audience members engaged

93%

Gained a greater awareness of Hip Hop culture, felt more connected to the community, and gained awareness of Unity and its Hip Hop programs!



Here is a snapshot of our impact from 2022-23!

COMMUNITY PROGRAMS

We engaged 1,420 youth through 22 Community Programs across Canada, and hosted more than 10 Community Showcase Events!

Across both in-person and online programs, 94% of youth reported building resilience and social capital!



94%

Of youth reported building resilience and social capital across both in-person and online programs

1420

Youth engaged

22

Community Programs across Canada

10

Community Showcase Events!



Here is a snapshot of our impact from 2022-23!

SOCIAL INCLUSION PROGRAMS

We successfully piloted The Source program in Nova Scotia, a social inclusion program led by and for African Nova Scotian (ANS) youth! Through the program pilot, 24 ANS youth gained free devices (that they got to keep!), subsidized internet, and free access to Unity's mental health community-based programming! The pilot program was a success, and we are looking ahead to bringing the program to Ontario in 2024!

24

ANS youth gained free devices (that they got to keep!), subsidized internet, and free access to Unity's mental health community-based programming!

"Thank you so much for making everything inclusive and educating us on the different dance styles and their eras. I felt like I was with people of my kind with dancing and I felt very comfortable during the google meets."

— Youth Testimonial



Here is a snapshot of our impact from 2022-23!

ARTIST TRAINING PROGRAMS

Through direct participation in Unity's Artist Training & Development Program, 88% of artists reported building networks and skills whilst gaining access to showcase and mentorship opportunities that helped advance their careers.

88%

Of artists reported building networks and skills whilst gaining access to showcase and mentorship opportunities that helped advance their careers.



Here is a snapshot of our impact from 2022-23!

CREATIVE INDUSTRY PROGRAMS

For our MC Industry Incubator Program, 83% of participants reported building skills in Industry Revenue Streams, Contracts & Legal, Labels and Deal Structures, Grant Writing, PR and Social Media Analytics! They also substantially improved their Professional Communication, Project Management skills, and gained awareness of adjacent career options in the music industry.

We are scaling our Incubator Programs to Breaking and Spoken Word Poetry in 2024, creating inroads to the dance and publishing industry!

83%

Of participants reported building skills in Industry Revenue Streams, Contracts & Legal, Labels and Deal Structures, Grant Writing, PR and Social Media Analytics!

"My biggest takeaway was just connecting with different people that's really what matter to me at this point in my music career"

— Youth Testimonial



Strategic Plan 2020-2023 at a Glance

We've been working on a roadmap to impact that we co-created with more than 36 community members back in 2019. We want to share some of the amazing growth and progress that we've been able to achieve through this plan!

Improving Youth Engagement and Development

It can be really hard for underserved youth to get to adulthood with good mental health, or the relationships or opportunities they need to become the best version of themselves. Resilience isn't built overnight, and the more points of engagement we have with youth, the more likely they are to experience positive outcomes in their lives over time.

That's why over the last three years, we've been creating pathways for youth and artists between our programs and thinking about what comes before, and after our programs in their lives!

"I will try my best to think back on everything I have learned and apply it in my daily life by adapting my own personality and going at my own pace. Unity has opened my mind not only to the dance scene but as an artist to always search for knowledge. With patience and dedication, anything is possible, but most importantly unity is the key to the journey I'm exploring."

— Youth Testimonial

We introduced 5 new, advanced programs for youth & artists transitioning into creative careers!

Rough Draft MCing Incubator Program

Unity's Artist Network

Masterclass series

Artist-Led Events

Unity 'Presented Artists' Program

We had record-breaking youth participation in the 2023 annual festival, exemplified by the highest number of youth participants from Unity's programs to date.

[Unity Fest '23 Recap](#)

We enhanced our engagement strategy by partnering with incredible community crews and grassroots groups, resulting in increased youth reach and engagement.

Big shout outs to our partners in the community, check em out on our partners page!

Unity youth and artists can now access masterclasses, mentorship, and workshops led by industry experts and professional creatives all year long

We've implemented qualitative evaluation practices that center youth voices, and ensure their perspectives and priorities inform our program design every year..!

We're proud to have youth representation on the Unity Board and Committees!

Growing our Collaborative National Strategy

Unity has always had a strong community presence in Ontario since we were founded! We've been partnering with artists, industry, communities and youth in Nova Scotia and Manitoba to bring diverse, long-term, year-round Unity programming beyond the GTA. Here's how we're doing!

"Learning to express my emotions through dance and look on the brighter side of things, the people at unity have such good vibes and you can feel how they radiate positivity through the screen."

— Youth Testimonial

We grew our team and artist roster in Nova Scotia

We've delivered more than 50, 6-week school programs in Nova Scotia and Manitoba in the last three years—even through the pandemic!

We piloted a program alongside the African Nova Scotian community that connects ANS youth to Unity programs while addressing the digital divide—participants get subsidized internet and a device to keep! This program will scale into four provinces by 2026.

We successfully delivered 2 years of national festival events, and a cross-regional hybrid program for the first time!



Here's a picture of Rough draft participants at the Sony Head Office -- our Halifax participants streaming.



Halifax UNITY Festival

Continuing our Commitment to Anti Oppression, Equity, & Inclusion

Unity's organizational values are Respect, Integrity, Youth, Community, and Passion. In order to work respectfully with youth and the community—in order to bring integrity to everything we do—we will always be working to improve the ways that we embody equity and inclusion. Here are some of the ways we learned and grew in the last few years

"That space was the first time I'd ever been in a hip hop space like that. As I walked around I had a total freak out because I didn't have to gender code switch. And I always have to gender code switch. I was like, "What. The. Fuck. Do cisgender people feel like this ALL the time? Like, this is incredible!" It's the one and only time I've ever had that feeling, like literally ever. I clocked it. I've thought about it. I've played it back in my mind thousands of times. That Unity event was the one and only time where I didn't gender code switch for like, three hours. It was amazing. It was amazing. It was amazing."

— Kamini Murthy-Korteweg, Unity Alumni & Staff

All of our programs and events strive to be safe spaces, and 97% of youth participants expressed that they feel that Unity fosters a safer and more inclusive space for everyone!

We've been implementing new accessibility measures, including making sure the NEW Unity Studio is wheelchair accessible, and providing supports that help youth and their families to overcome the digital divide to participate in programs.

We created a transformative justice-informed conflict resolution policy and all of our staff and Artist Facilitators are trained on how it works.

We're proud to have recruited a Board of Directors, Staff, Artists and Committees that reflect the communities we serve! With over 80% of members identifying as BIPOC, Hip Hop community heads and supporters, we know that the right voices are being heard at every level.

Improving Mental Health and Wellbeing

Unity's mission is to develop resilience among youth, and improve their wellbeing through Hip Hop. This is foundational in all our work! We also want to support the wellness of our team and artists—here's how we've been working to care for everyone that's a part of the Unity Fam.



"It was my first time trying to dance and im really glad it was at Unity! The program was way more amazing than I expected. I loved the questions we were given in every lesson. The questions gave me opportunities to think about myself. I really appreciate all lessons and opportunities you guys gave us. It was fun and memorable experience for sure."

— Youth Testimonial"

Across both in-person and online programs, an incredible 94% of youth participants on average reporting walking away feeling more resilient, more connected and supported in the last year alone! From healing injuries to implementing new mindsets to overcoming anxiety, we all leveled up and built a sense of shared purpose and belonging together.

When the pandemic struck, we wanted to make sure we could be there for our youth, our staff, and our artists. We moved all our programs online, converted our admin offices into streaming spaces, adopted a work from home policy and offered tech and data subsidies to ensure our staff and artists could continue earning income in an online context, and during a period of high uncertainty.

We have since also enhanced and increased the value and diversity of our total benefits offering for staff, and renewed our compensation philosophy to be sure that the organization is compensating team members in a way that aligns with Unity's values, and promotes dignity, health, growth and satisfaction.

Creating a Culture of Ongoing Learning

Cultivating a culture of learning isn't just about mastering a new move or gaining new skills, it's about embracing the ongoing journey where you learn, innovate and grow. We've learned a lot in this journey so far, and we are excited to push our boundaries in the years to come!



As a national Hip Hop charity, we have invested heavily in learning about Hip Hop's history from its creators, historians, practitioners and champions in Canada. We will keep listening and learning so we can better represent Hip Hop culture, and so that we can be better prepared to advocate for Hip Hop to get the respect, funding, recognition and institutional support that it deserves.

For our next generation of leaders, every workshop, program and event was an opportunity to improve on the foundations of Hip Hop art forms, apply their skills, and connect with the community. In the last year alone, 95% of youth participants told us they leveled up!

For our artist educators and facilitators, every year we continued to offer

Facilitation trainings for community arts programming

Creative development workshops and mentor-led spaces for Hip Hop artists to share artforms and learn through peer learning models.

Business development workshops, discussion panels, and networking events

Experiential learning through artist-led events for hands-on skill application and exploring creative industry pathways.

Over 87% of our artists reported building skills, feeling more confident, developing stronger relationships and networks, and felt that Unity's showcase and performance opportunities helped them advance their artistic careers!

We completed a research project in partnership with 20 Canadian Breakers, Breaking Canada (a non-profit that supports the growth of the art & sport of Breaking), and Dr. Japji Anna Bas (a qualitative researcher, wellbeing coach and artist). We set out to pinpoint and tackle crucial gaps in the Canadian Breaking sector's development pathways and infrastructure, and we are so excited to share that our research is now complete and we are eager to share and discuss our findings and learnings with our community!



Our Partners

COMMUNITY PARTNERS

- 2U4U
- Amazon Music
- ArtHaus
- Atlantic Breaking Alliance
- Bayview Glen Church
- Beatbox Canada
- Bevy Space
- Breakspace
- City of Toronto
- CypherSquad 6
- D.O.C.
- Drifted Collective
- Driven
- Dufferin Peel Catholic District School Board
- Funkyverse Crew
- Graffiti Art Programming Inc
- Halifax Regional Centre of Education
- Hart House
- Hopscotch
- JAYU
- Just feel it
- Lighthouse Arts Center
- LiveArtDance
- MacPhee Centre
- Manifesto
- MLSE Launchpad
- Muralfest
- Onset Hip Hop
- Open Jam Collective
- RISE
- Seven Oaks School Division
- Sketch Working Arts
- StART festival
- Studio 393
- The Collective East(Paint shop)
- The Woods
- Together But Different Crew
- Toronto Collective
- Toronto District School Board
- Trackside Studios
- Unknown Floor Force Crew
- Winnipeg School Division
- Wintor Massiv
- Wrap88
- X10 Entertainment
- Youth Arts Connection

OPERATING PARTNERS



UNITY FEST '23 PARTNERS



Business / Arts



INSPIRE PARTNERS



ENGAGE PARTNERS



EMPOWER PARTNERS



**Thank you to
our community
supporters**



DONOR RECOGNITION LIST 2022-23

UNITY INNOVATOR \$10,000+

Amazon Music Canada	Department of Canadian Heritage	Ontario Trillium Foundation	Sun Life
Canada Council for the Arts	Mackenzie Investments Charitable Foundation	RBC Foundation	TD Ready Commitment
Canada Life	Ontario Arts Council	Rideau Hall Foundation	Toronto Arts Council
City of Toronto		Ron Prosserman	Venterra Realty

UNITY ENGAGER \$5,000 TO \$9,999

Antoinette Tummillo	Fabricland Distributors Inc.	Services	RSM US Foundation
Beth Horowitz	Incore Equities Inc. and Midtown-Yonge Properties L.P.	Raj Tandon	Sharon Grosman
Fabricland Distributors	Ministry of Employment & Social	Red Bull	TD Securities

UNITY INSPIRER \$1,000 TO \$4,999

Albourne Partners (Canada)	Geoff Pearlstein	Malcolm Lang	Rachna de Koning
Allan Perez	Gina Awdish	Michael Prosserman	Ronan McGrath
Allan Yearwood	Jason Ince	Miri Hadas Koller	Samer Abughannam
Amy & Jeff Baryshnik	Josh Singer	Peng Lin	Sarah Kwan
Brian Prosserman	Luc Corneli	Power Corporation of Canada	Shane Green

UNITY FAMILY \$500 TO \$999

Andrew Simpson	Burgundy Legacy Foundation	Ella and Bruno Friesen	Lex Leosis
Andy Smith	Canada Helps	Eric Goldstrand	Maurice and Shelly Shnier
Anna Kennedy	Chris Czorny	Goldstrand	Odyssey Reinsurance Company
Anonymous	Christine Shoaib	Jody Larose	Rob Emery

UNITY FRIENDS \$250 TO \$499

Adam Silver	Christina Sorbara	John Graham	Michael Lawless
Bob Blazeovski	Claire Van Wyk Allan	Julia Whitfield	Richard Carrillo
Brian Millado	Debra Arnold	Marilyn Clarke	Robin Cory
Chris Taylor	Jeremy Bouvet	Melissa Pool	Vinoj Suthakaran

DONOR RECOGNITION LIST 2022-23

UNITY SUPPORTERS UNDER \$250

Aaron Drucker
 Abigail Mceyeson
 Akshika Dave
 Alexa de Koning
 Alexandra T.
 Alexis Scheer
 Ali Tuserkani
 Amanda Daly
 Amit Kumaria
 Andy Yan
 Anna W
 Arlene Dedier
 Asha Daniel
 Austin Coulter
 Brooke Filsinger
 Carol Pitre
 Catherine Desjardins
 Catherine May
 Charmaine Arellano-Chua
 Colleen Baldwin
 Darren McKiernan
 Deanna Yerichuk
 Do Hyun Kim

Don Hogarth
 Dorothy Ghosh
 Ela Lichtblau
 Elizabeth Preiss
 Emily Brandon
 Erin Dahlke
 Esther Lee
 Farzana Shoaib
 Gail Schloss
 Gordon Mclvor
 Grace Premachandran
 Greg Evans
 Harvey Goldwax
 Heidi Vlahantones
 Imani Busby
 Irene Wong
 Iris Ching
 Jackie Taitz
 James Kang
 Jamie Grossman
 Janet Dodge
 Jennifer Ezrin
 Jennifer Hollett

Joey Ip
 John Kilgour
 Judy Yu
 Julia Carroll
 Julia Sax
 Julie Wood
 Karen Azlen
 Karen Steinmann
 Karin Treiberg
 Kathleen O'Neill
 Kelly Marie Jackson
 Keysha Fanfair
 Kilusan Productions
 Lauren Cappell
 Leila Rafi
 Libbie Mills
 Linda Rosengarten
 Lorie Goldfinger
 Mahad Shoaib
 Marlene Harrison
 Matt Yocum
 Maxwell Sauder
 Meagan McLavish

Meryl Afrika
 Michael Burns
 Michael Pearlstein
 Michelina Martinez
 Nancy Krigas
 Natasha Udovic
 Nick Iozzo
 Paul McKenna
 Penny Shearson
 Rachel Low
 Raymond and Deborah Elias
 Rebecca Harrison
 Sage Hall
 Samuel Saywack
 Saretta Herman
 Sasha Jennings
 Shalnee Hansen
 Shaloke Kaunds
 Shantanu Pharasi
 Simone Osondu
 Sophie Lamoureux
 Sundeep Gokhale
 Todd Toso

Financial Summary



UNITY CHARITY STATEMENT OF OPERATIONS

YEAR ENDED 08.31.2023

	2023	2022
Revenue		
Government grants (note 10)	\$ 522,443	\$ 720,358
Earned revenue	63,829	29,111
Foundation grants	118,818	48,950
Individual donation	103,706	79,595
Corporate donations	597,434	381,000
	1,406,230	1,259,014
Expenditures		
PROGRAM		
Personnel	888,976	954,876
Program delivery	109,306	87,724
Travel and accommodation	9,125	12,721
FUNDRAISING		
Marketing and materials	5,613	7,474
Personnel	165,387	53,872
ADMINISTRATION		
Amortization	6,612	2,724
Bad debts	-	52,888
Interest and bank charges	391	-
Office and administration	143,373	121,999
Personnel	64,515	81,682
Professional fees	105,764	103,422
Rent	135,824	73,619
	1,634,886	1,553,001
Deficiency of revenue over expenditures before the undernoted item	(228,656)	(293,987)

UNITY CHARITY STATEMENT OF OPERATIONS

YEAR ENDED 08.31.2022

	2023	2022
Other income		
CEBA loan forgiveness reversal (note 7)	20,000	-
Canada Emergency Wage Subsidy (CEWS)	-	(5,419)
	20,000	(5,419)
Deficiency of revenue over expenditures	\$ (248,656)	\$ (288,568)



UNITY

**For more information about Unity Charity
and to sign up for our newsletter,
please visit unitycharity.com**

FOLLOW US ON SOCIAL MEDIA

[@unitycharity](https://twitter.com/unitycharity)

CHARITABLE REGISTRATION NUMBER

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