

OUR COMMITMENT TO GROWTH AND CHANGE

Hard Feelings is a non-profit social enterprise founded with a mission to reduce barriers and increase access to mental health supports and resources. We operate a retail storefront and rent offices to counsellors in private practice offering low-cost short-term service. Our work is based on values of integrity, innovation, inclusion, and empathy.

Across Canada, organizations are being called to reflect on the ways they contribute to the reality of systemic racism in our country. Hard Feelings is not exempt from this necessary conversation, and we acknowledge and recognize the impacts of systemic racism, oppression, and discrimination, resulting from colonialism and dominant structures.

In 2020 important concerns were raised by former employees about our accountability structures, human resources processes and a lack of support for racialized employees. We want to highlight that the concerns raised were not about counsellors within our community of practice, but rather about operational leadership within the organization.

We listened and have committed to doing the work needed to make change. We are committed to an ongoing process that challenges inequity and injustice, contributes to equitable access to opportunities, and ensures that everyone who interacts with Hard Feelings feels safe, supported, and welcome. We appreciate the contributions of our former staff to this work.

We are engaged in an ongoing process of evaluating and developing new strategies, capacities, and directions for Hard Feelings. This process includes internal conversations, consultations with external resources and expertise, and continuing learning and re-learning.

Thank you to our community of supporters, the counsellors in our community of practice, and our many volunteers for joining us on this journey of growth.

You can reach the board at admin@hardfeelings.org with any questions. If you choose to reach out to the board, we want to assure you that your name or other identifying information will not be shared with anyone outside of the board of directors without your permission.