



# Anti-Racism Grant Program Guide 2024

Edmonton

The City's Anti-racism Grant Program supports the [Anti-Racism Strategy](#), which is intended to drive action on racism and anti-racism in Edmonton. This will be accomplished through investing in efforts that address racially motivated hate, build community capacity and cultural understanding, promote awareness, training and education or involve research, monitoring and evaluation on diversity, anti-racism and/or discrimination in Edmonton.

Anti-racism is defined as, "the active, ongoing strategy and process that seeks to identify and eliminate racism by changing systems, institutions, policies and attitudes that perpetuate racism." For more information please refer to [Defining Racism](#).

The grant program has four distinct funding streams intended to help achieve the following **outcomes**:

- Edmontonians are more aware of racism and its impact and have a greater understanding of how to take action to address it.
- Edmontonians will be knowledgeable of the community organizations that are working to dismantle individual, systemic and structural racism.
- Edmontonians will work together to build a diverse, inclusive and equitable city.

## **FUNDING STREAMS:**

- **Community Activation Grants**

*Up to \$15,000 and \$325,000 of total funds available (under 250K operational)*

- To be used by communities and grassroots organizations to activate and animate projects/events led by and supporting youth and/or seniors, with priority given to intercultural and intergenerational anti-racist initiatives.

- **Local Anti-racism Capacity Building/Innovation Grants**

*Up to \$30,000 and \$400,000 of total funds available*

- Focused on local grassroots organizations working on anti-racism activities and actions which address barriers to participation, promote healing and/or reconciliation, illuminate and combat systemic and structural racism, and support sustaining developmental change (e.g. projects to build relationships with other communities also impacted by racism, projects that uplift the stories of people impacted by racism, community needs assessments and responses).

- **Local Community Participatory Action Research Grants**

*Up to \$40,000 and \$320,000 of total funds available*

- To be used by communities impacted by racism to support community-led research activities which address local issues and concerns specific to their communities.

- **Shifting the Perspective**

*Up to \$50,000 and \$350,000 of total funds available*

- This funding stream is specifically for not-for-profit organizations in the media sector. Projects will support stories led by underrepresented communities to shift the narrative on racism.

## **GRANT PRIORITIES:**

As part of your application, you will be asked to identify what form of racism you will be addressing:

- **Interpersonal** (within interactions between people): involves negative attitudes towards others, expressed through conscious/unconscious actions like microaggressions, racial bullying, discrimination, and hate crimes,
- **Institutional** (within institutions and systems of power): is when organizations like schools or workplaces have rules and policies that unfairly benefit the dominant group over equity-deserving communities. This can lead to unequal results and advantages for the dominant group, even though these policies may not explicitly mention race AND/OR,
- **Structural and Societal** (among institutional and across society): refers to deep-rooted societal inequities that privilege certain groups while disadvantaging others based on race, affecting various social institutions and outcomes.

Please see the [definitions](#) for more information.

Organizations must clearly demonstrate how their project meets one or more of the Anti-racism Grant Program outcomes AND how their project falls under one of the following project focus areas:

- **Mental Health:** [Mental health](#) is a state of mental well-being that enables people to cope with the stresses of life, realize their abilities, learn well and work well, and contribute to their community. It has intrinsic and instrumental value and is integral to our well-being.
- **Employment:** Engaging in work that is gainful in a secure and supportive environment, promoting not just economic productivity but also personal and professional fulfillment.
- **Education:** [Education](#) is both the act of teaching knowledge to others and the act of receiving knowledge from someone else. Education also refers to the knowledge received through schooling or instruction and to the institution of teaching as a whole.
- **Disabilities:** Disabilities is an umbrella term, covering impairments, activity limitations, and participation restrictions. An impairment is a problem in body function or structure; an activity limitation is a difficulty encountered by an individual in executing a task or action; while a participation restriction is a problem experienced by an individual in involvement in life situations (World Health Organization).
- **Food security:** [Food security](#) is the state of having reliable access to a sufficient quantity of affordable, nutritious food. This category may also address the needs of culturally responsive foods.

## **ORGANIZATIONAL ELIGIBILITY:**

Organizations must be registered (and in good standing) under one of the following acts:

- Alberta Societies Act
- Non-profit Private Company
- Non-Profit Public Company
- Extra-Provincial Non-profit Company, OR
- A local grassroots organization or interested individuals may be funded with a fiscal agent.

### Ineligible Organizations include:

- Municipal departments or other governmental organizations
- For-profit organizations/enterprises
- Organizations that have overdue or incomplete accounting/reporting relating to any grant previously awarded by the City of Edmonton

### **EXPENSES:**

The program provides funding assistance for initiatives, new programming or resources for anti-racism projects within Edmonton. Eligible expenses include:

- Staffing costs specific to the initiative
- Honorariums
- Program/project material and supplies
- Printing and communications
- Training expenses
- Travel expenses, within Edmonton
- Evaluation expenses
- Insurance
- Food Expenses, maximum 25% of the budget (exceptions may apply)
- Administrative costs and fees up to 15% of the total project costs (e.g. legal fees, accounting/booking fees, bank/financing related charges, ongoing operational expenses such as rent/lease payments and facility maintenance, fiscal agents etc.)
- Short-term rental of space for projects/programs

Program funding cannot be used for expenses related to:

- Cultural Events/Festivals
- Time and labour provided towards preparation of funding applications, fundraising including costs for fundraising campaigns and websites for fundraising purposes.
- Endowments, charitable donations, bursaries, developing business cases or proposals for funding, donor recognition, and gifts (with the exception of gifts for Indigenous protocols).
- Project expenses that are incurred before the application has been received.
- Capital and facility upgrades, renovations and construction.
- Debt reduction, financing charges and/or interest payments on loans.
- Administrative costs and fees that exceed more than 15% of the total project costs (e.g. legal fees, accounting/booking fees, bank/financing related charges, ongoing operational expenses such as rent/lease payments and facility maintenance, fiscal agents, etc.)
- Direct government lobbying or partisan political activities (i.e. activities related to advocacy must demonstrate non-partisan approaches.)

### **GRANT ASSESSMENT CRITERIA:**

Applications will be assessed based on the following criteria:

- **Organizational Capacity** - the organization can meet financial and reporting obligations, demonstrates sound governance and the proposed project is within the scope of the organization's

mandate. Organizations whose mandate, values, and purpose are focused on addressing racism will be prioritized.

- **Project Viability and Financial Feasibility** - a project is viable when there is a clear plan with timelines, activities and readiness to implement. A complete and balanced budget.
- **Project Impacts** - the project must address one or more of the grant program outcomes and priorities.
- **Access** - the project must minimize barriers to participation, including broad public involvement beyond the organization's direct membership (if applicable), and include how project resources, findings and/or learnings will be shared.
- **Community Need and Allyship** - The organization can demonstrate community need and community support. The organization leverages support from work already underway and/or includes partnerships and collaboration from ally groups directly related to the proposed project.

Higher priority will be given to organizations that:

- Organization is led by Indigenous, Black or Racialized individuals.
- Can demonstrate that their mandate, purpose and values are focused on addressing racism.
- Have an operating budget under \$250,000/year.
- Have not received prior City of Edmonton funding.

#### **REPORTING:**

- Projects must be completed within one year of receiving the grant
- A final report is due within 60 days of the project completion

#### **TIMELINES:**

- Applications must be submitted using the application form by September 12, 2024.
- No late submissions will be accepted.
- Initial Application Review: September 12 - September 20, 2024.
- Evaluations and Full Reviews: September 20 - October 14, 2024.
- Notifications will be sent to applicants no later than November 1, 2024.
- Process Funding Agreements and payments: November 1 - December 15, 2024.

For more information about the Anti-Racism Grant Program, please contact [Grants@edmonton.ca](mailto:Grants@edmonton.ca).