

## Anti-Racism Capacity-Building Fund

### Terms of Reference

#### Background

At the 2020 June 15 Combined Meeting of Council, Council authorized Administration to access up to \$250,000 from the Family and Community Support Services Stabilization Fund for "... collaborative, community-based capacity-building initiatives that work to undo systemic racism and support long-term policy and systems reform in Calgary."

#### Purpose

The purpose of the Anti-Racism Capacity-Building Fund is to provide support for community-based initiatives that combat systemic racism and promote long-term policy and systems reform in Calgary. These initiatives must be aligned to the Social Wellbeing Policy, White Goose Flying Report, the Gender Equity, Diversity and Inclusion Strategy, Resilient Calgary Strategy or other policy documents.

#### Eligibility

Funds will be available through a call for funding proposal process that will open in 2020 July. This funding opportunity is open to community-based organizations that have previous experience of collaborating with others to work to undo the racism and discrimination embedded in various systems, policies, and institutions, and that perpetuate a cycle of exclusion, marginalization or poverty. Funding will be directed to community-based organizations that demonstrate:

- Registration under the Societies Act or the Companies Act in Alberta, or the Federal Not-for-profit Corporations Act, and operating within Calgary's city limits;
- Collaboration with other community-based organizations that are working to undo systemic racism and support long-term policy and systems reform in Calgary;
- Previous experience in collaborative anti-racism efforts;
- Experience using an intersectional approach to address the compounding impact of various forms of discrimination;
- Capacity and competency to act/respond in a timely manner once funding is provided;
- Priority will be given to organizations led by community members directly impacted by racism.

#### Evaluation criteria

Applicants must demonstrate how their initiative achieves one or more of the following outcomes:

1. Form and create sustainability plans for new collaborative initiatives between two or more organizations to advance anti-racism. OR Strengthen and create sustainability plans for existing collaborative initiatives between organizations to advance anti-racism.
2. Develop strategies and implementation plans for policy change that works to undo systemic racism.
3. Identify service gaps, develop strategies and implementation plans for system change that works to undo systemic racism.
4. Attend, develop, or deploy training/education to further anti-racism work (can include training/education focused on capacity to do policy/system change work).

#### Funding Recommendations and Decision

Applications received from the call for funding will be assessed by a review panel, comprised of staff from Calgary Neighbourhoods, The Calgary Foundation, United Way of Calgary and Area, Canadian Heritage, and Calgary Arts Development Authority. Final funding recommendations will be made by Calgary Neighbourhoods and approved by appropriate signing authorities within City Administration.