

ANTI-RACISM GRANT

2023-24

GUIDELINES AND CRITERIA

Non-profit or charitable organizations are invited to apply for a one-time grant to assist with Anti-Racism activities that benefit and impact racialized and Indigenous communities in Prince Edward Island (PEI). A total fund of \$100,000 is available for disbursement to successful applicants. The deadline to apply for the Anti-Racism grant is **February 12th at 11:59 p.m. AST**.

The Anti-Racism Grant will help promote a culture of diversity and inclusion, address racism and strengthen the link between racial equality and community cohesion in PEI. This grant is focused on anti-racism initiatives. Anti-racism initiatives seek to actively identify, remove, prevent, and mitigate racially inequitable outcomes and power imbalances between groups and change the structures that sustain these inequities.

The Government of PEI offers a grant focused on Equity, Diversity and Inclusion. Here is a link for further information: [GEDI](#)

Definitions

- **Anti-Racism** is a process of actively identifying and opposing racism. The goal of antiracism is to challenge racism and actively change the policies, behaviors, and beliefs that perpetuate racist ideas and actions. Anti-racism is rooted in action. It is about taking steps to eliminate racism at the individual, institutional, and structural levels.
- **Equity, Diversity and Inclusion (EDI)** is a term used to describe policies and programs that promote the representation and participation of different groups of individuals, including people of different ages, races and ethnicities, abilities and disabilities, genders, religions, cultures, and sexual orientations.

Examples of Anti-Racism Themes and Priority Areas

- Systemic racial barriers: Reducing barriers to inclusion by addressing systemic racism in education, healthcare, the justice system, housing, public services, and employment.
 - Employment: Reducing barriers to hiring, leadership training, and workplace skills training;
 - Justice: Promoting interventions for youth and encouraging positive relationships between communities and the criminal justice system;
 - Promoting interventions for youth that encourage positive relationships between racialized and Indigenous communities and the criminal justice system;
 - Addressing hate or hate related crimes;
 - Helping racialized and Indigenous persons thrive in the community after contact with the justice system; and
 - Translating and/or adapting information essential for community integration.
 - Social Participation: promoting participation and reducing barriers in community sports, arts, and culture.
 - Health: Supporting initiatives that promote the well-being and health of racialized and Indigenous populations in PEI.
- Research and collection of disaggregated data: Promoting and increasing availability and accessibility of data, evidence, and community insights on race related issues in PEI.
- Build organizational capacity: Developing and strengthening the skills, instincts, abilities, processes, and resources that organizations and communities need to survive, adapt, and thrive in a fast-changing world.
- Innovative projects that will enhance awareness, education, and action towards preventing violence against women in Prince Edward Island, with a specific focus on racialized women and gender diverse people.

Past Initiatives Funded Through the Anti-Racism Grant

Abegweit First Nation Mi'kmaq Wellness Centre - \$25,000

- Assessing Abegweit First National Provincial Health Services Experiences
 - This one-year project will support the Abegweit First Nation assess its provincial health and wellness service experiences and related outcomes. The project will also give Health PEI staff the unique opportunity to share their experiences in dealing with racism/complaints of racism, including institutional support received to remedy the situation.

Atlantic Student Development Alliance - \$20,000

- Managers' EDI Learning Series: A 2-day Equity, Diversity and Inclusion workshop
 - Two practical workshops will be held on full-cycle recruitment concerning Anti-Black and Anti-Indigenous racism and creating HR strategies that are not based on racist and oppressive foundations. The training will consist of best practices for full-cycle recruitment, equity, diversity and inclusion and HR best practices.

BIPOC USHR - \$30,560

- Creating Accountability, Building Trust
 - A consultant who uses an anti-oppression lens will be hired to develop a framework that can be applied in a variety of organizational settings in PEI. The framework centers the experiences of racialized peoples on PEI and will provide strategies to help address the harm, protect the target, and create institutional change so that all members of the organization are willing to hold themselves, and others, accountable moving forward.

Community Sector Network - \$25,000

- Developing Anti-Racism Policies and Strategies Templates for nonprofit organizations in PEI
 - This project will focus on developing Anti-Racism policy and strategy templates for nonprofit organizations in PEI, including a comprehensive review of existing anti-racism policies at the local, national, and international levels, to provide the basis for the templates.

Eligibility Criteria

Applicant organizations must be PEI-based non-profit or charitable organizations (including those defined by [Canada Revenue Agency](#) as Qualified Donors). Applicant organizations can be based in any region of the province and their work may fall within any scope represented by the non-profit/charitable sector. Individuals are not eligible to apply. If applicant organizations are partnering with other organizations, groups, or individuals. The nature of the partnership* must be well defined and substantiated within the 'project description' of the application.

*Partner organizations may include, but are not limited to, other not-for-profit entities, businesses, publicly funded entities such as municipalities, schools, and post-secondary institutions, etc. Organizations operating in other jurisdictions within Canada are eligible to be partner organizations.

The following groups and organizations located in Prince Edward Island are eligible for funding:

- Indigenous governments, bands, councils, or non-profits;
- Non-profit organizations, institutions, and associations;
- Municipalities;
- Registered charities;
- Advocacy Groups;
- Educational Institutions.

The following groups and organizations would be considered ineligible for direct funding (*can be eligible as a partner or additional funding organization with eligible organizations listed above):

- For-profit organizations;
- Federal and provincial governments;
- Provincial or federal crown agencies, boards, commissions, or corporations;
- Public sector entities (e.g. school boards, hospitals, health authorities, etc.).

Eligible expenditures deemed necessary to support the project may include but are not limited to:

- Any expense that directly serves to contribute to the agreed upon project outcomes (with exception of the costs outlined in the ineligible expense category);
- Expenses will be considered eligible from the day the applicant submits their proposal; however, applicants may begin working toward their project goals immediately at their own risk;
- Liability insurance;
- Incentivization; (ex. honorarium for participation)
- Human resource costs including salaries and benefits;
- Management and professional service costs, such as accounting, communications, design, planning services, language translation, results monitoring, measuring, and reporting;
- Material and supplies costs;
- Printing, production, and distribution costs;
- Overhead and/or administrative costs (applicable to project type), up to five per cent of a recipient's total funding allocation; and
- Other costs necessary to support the purpose of the funding, as approved by the Anti-Racism Office.

Ineligible Expenditures:

Ineligible costs include the following:

- Operational costs (e.g., salaries, wages, rent, etc., that do not directly contribute to the outcomes of the project);
- Infrastructure costs (e.g., new builds or upgrades/renovations to existing infrastructure);
- Development of training for commercial purposes; and
- Capital costs are typically ineligible but may be considered under some circumstances.

If you want to discuss costs, please contact the Anti-Racism Office via:

antiracismtable@gov.pe.ca

Application Form

To submit a proposal, please complete and submit this form by **February 12th , 2024 at 11:59 PM AST** to antiracismtable@gov.pe.ca. For any questions, please contact the Anti-Racism Office using the email address above or call (902) 218-7853.

Accessibility: Please speak with the Program Coordinator if you require accessibility accommodations to complete or submit this application. Accommodations may include but are not limited to the provision of a computer, printer, or internet access; or the assistance of a reader or a scribe.

The proposal will be reviewed by an evaluation committee and scored according to the attached evaluation matrix.

Upon completion, successful applicants will be required to submit a project report. A template for the project report will be provided as the indicated completion date for each applicant approaches.

PROJECT IDENTIFICATION

Organization Name and Contact information (address, postal code, email address and phone number, type of institution, refer to the eligible list above):	
Project Lead (The Project Lead is the main contact from the Applicant Organization who will lead the project):	
Proposed Project Name:	
Total cost:	
Date of expected completion:	
Date submitted:	

1. Project Description

Describe the project. What problem are you aiming to address? What goals do you wish to achieve through this project? (Maximum 750 words)

2. Outline the Work

Include specific budget, milestones and timelines that are relevant to your project.
(Maximum 500 words) - *Note the attached Excel spreadsheet template if needed.

3. Project Impacts

Who will your project impact? Describe the intended demographic(s) and approximate number of people. How will your project impact these people? (Maximum 250 words)

4. Project Outcomes

Think about the potential outcomes. How will you measure the success of your project? Be specific about how you will collect and evaluate the information you gather, which should include, both, quantitative (e.g., success measured through numbers) and qualitative (e.g., success measured through participant satisfaction) indicators. (Maximum 250 words)

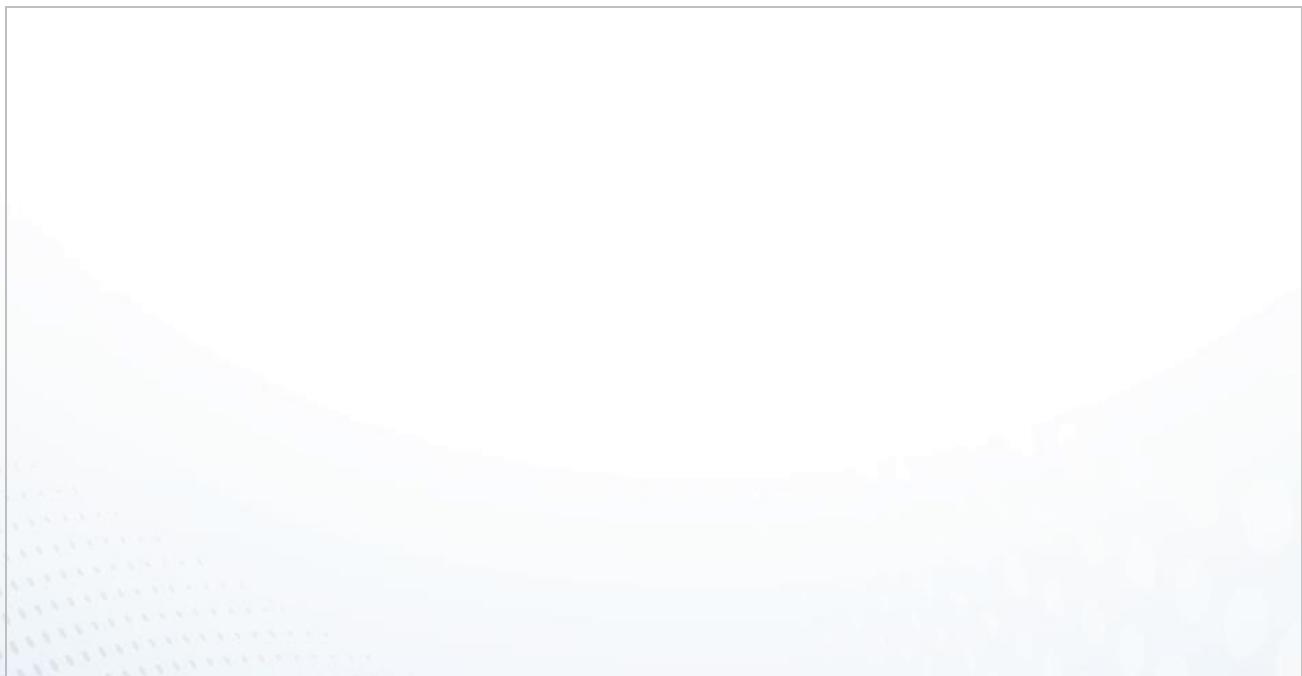
5. Ability of Applicant to Execute the Project

Provide a description of your organization's mandate or past work experience in the project topic area. If this information is available online, include a link to your organization's website. The description is intended to demonstrate that your organization or project team has the necessary resources and experience to complete the project as proposed. (Maximum 500 words)

6. Are you aware of any other supports (programs, projects, etc.) that exist in your area that are already working toward the same goal? If yes, please describe how your project is different from, or builds upon, what already exists.



7. Will you be applying to secure any additional funding from other sources for this project? If yes, please provide details on the funder and the percentage, including any in-kind or potential in-kind support.



APPLICATIONS MUST BE ACCOMPANIED BY A SIGNATURE OF THOSE WITH SIGNING AUTHORITY OF THE APPLYING PARTY. MUNICIPAL APPLICANTS MAY BE REQUESTED TO SUBMIT A COUNCIL RESOLUTION.

I hereby declare that all information contained in and/or attached to this application is true and accurate to the best of my knowledge.

Please provide your signature and date below. Whomever is filling out the application can sign below.

Signature: _____

Date: _____