



Anti-Racism Impact Grant Application Guide

Context

In collaboration with the Province of BC, Ministry of Attorney General, and the Multiculturalism and Anti-Racism Branch, United Way British Columbia (UWBC) is responding to the escalating instances of racism across the province. This initiative is the community support component of the Racist Incident Helpline. It will provide vital community supports for individuals and families impacted by hate and racism by fostering connections, offering mental health supports, building resiliency and empowerment.

UWBC, guided by its mission to strengthen vital connections and cultivate a healthy, caring, and inclusive community will collaborate with community agencies to bolster local responses and anti-racism programs and provide support to individuals who have experienced hate and racism. The primary focus includes addressing Islamophobia, Anti-Semitism, anti-Black sentiments, discrimination against Indigenous communities, and anti-Asian hate and biases.

The goal is to ensure that individuals who called the Helpline and needed assistance can access support from reliable sources, emphasizing proactive, preventative, and responsive programming. This effort empowers individuals and organizations to implement changes, contributing to a more just, equitable, and inclusive society.

Aligned with UWBC's mission, this initiative features a provincial helpline and underscores the commitment to supporting communities throughout BC in addressing the impacts of racism. Prioritizing rural and remote areas, the approach acknowledges the diverse experiences of racism and aims to ensure that people receive support when and where they need it most. The Anti-Racism program will work concurrently with the helpline, ensuring a smooth and timely referral process.

Funding Goals and Guiding Principles

The funding goal is to address and counteract racism and hate by providing comprehensive support for individuals experiencing racist incidents residing in British Columbia. This initiative will support those who have encountered racism, fostering resilience, delivering trauma informed counselling, building empowerment, and a sense of community connection. Through targeted programs and resources, we aspire to create an



environment where every individual is safe, regardless of their background, and can thrive and contribute positively to their communities.

Guiding Principles

- Do no harm
- Anti-oppressive
- Anti-racist

The guiding principles of "Do No Harm" underscore the commitment to preventing unintended negative consequences in any initiative. An "Anti-Oppressive" approach actively challenges and dismantles oppressive structures, promoting equality and inclusivity. "Anti-Racist" principles involve the ongoing commitment to recognizing and eradicating systemic racism, fostering a culture of equity and justice for all.

Criteria for applying organizations

- Preference for experience
 - organization is incorporating diversity and equity practices in the recruitment of staff, volunteers (including Board members) and participants
 - Uses a diversity and equity lens is applied in the development of programs. This means considering the unique needs and perspectives of diverse communities to create inclusive and culturally responsive initiatives.
 - The organization actively engages in anti-racist practices and advocates for a more diverse, inclusive, equitable, and just society. It contributes to building overall community capacity by fostering an environment that challenges systemic inequalities and promotes positive social change.
- Multiple methods of engagement
 - signifying a holistic approach to involving stakeholders. This could include diverse communication channels, participatory decision-making processes, and initiatives that encourage broad community involvement.
 - Barrier free participation
- Focus on priority populations
 - intentional effort to address the needs of specific groups that may face greater challenges or disparities. This could involve targeted interventions, resources, or support tailored to these priority populations.
- Responsive
 - is adaptive and flexible, ready to address emerging needs and challenges in a timely manner. This responsiveness is crucial in maintaining relevance and effectiveness in a dynamic and diverse



Focus Areas (Organizations would choose a minimum of one)

Mental Health Initiatives

- 1) 1:1 Counseling or support services are tailored to the unique needs and circumstances of each individual who has experienced racism or discrimination
- 2) Supportive groups & peer programs that foster a sense of belonging, understanding, and mutual support among participants. These programs emphasize active listening, shared lived experiences, and respectful communication to create a safe and inclusive space for all.

Intended outcomes

- Improved mental health for those who have experienced racism
- Reduction of stigma for those who have experienced racism
- Increased accessibility and awareness of local mental health supports

Resilience building workshops & activities

- 1) Offering a variety of resilience-building workshops, activities, and resources designed to enhance individuals' ability to cope with discrimination, stress & adversity.
- 2) Workshops cover topics such as stress management, mindfulness, self-care practices, and building healthy coping strategies.
- 3) Creative Expression Workshops: Offering creative expression workshops such as art therapy, music therapy, or journaling to help individuals explore their emotions, express themselves, and develop coping mechanisms

Intended outcomes

- Increased holistic opportunities to building resiliency
- Increased positive coping strategies
- Increased ability to use cognitive reframing - changing negative thought patterns into more positive, constructive ones.

Anti-hate & diversity initiatives

- 1) Spearheading anti-hate initiatives and diversity education programs aimed at challenging discriminatory attitudes, behaviors, and systemic barriers within the community. These initiatives may involve educational workshops, cultural competency training, and collaborative efforts with local advocacy groups to promote inclusivity, tolerance, and social justice



- 2) Creation and dissemination of local collateral. Resource materials, and multimedia content to raise awareness, provide information, and offer learning for anti-racist spaces. These materials may include informational pamphlets, educational videos, online resources, and self-help guides tailored to the needs of the local community.
 - a. In languages reflective of the community

Intended outcomes

- Reduction of discriminatory attitudes and behaviors
- Dismantling of local systemic barriers within community
- Increase spaces for inclusion
- Increased knowledge and tools to challenge prejudice and discrimination

Empowerment programs

- 1) Building skills and individual/group capacity to cope, heal, support others who have directly been impacted by racism and discrimination
- 2) Community Celebration and Awareness Events: Organizing community-wide events, celebrations, and awareness campaigns to promote mental health awareness, reduce stigma, and foster a culture of support and understanding. These events may include mental health fairs, art exhibitions, guest speakers, and community forums to encourage open dialogue and education.

Intended outcomes

- Increased individual and group capacity to cope, heal, and support those impacted by racism and discrimination
- Improved mental health awareness for those who have experienced racism
- Increased culture of support and understanding fostered within community

Supporting & enhancing existing anti-racism programs:

Existing direct service delivery programs targeting the priority populations &/or languages specifically addressing anti-racism and anti-hate initiatives

Intended outcomes

- Support and/or enhance existing hyper local work addressing racism in BC communities
- Strengthen local capacity and local knowledge

Capacity Building and Research (UWBC led)



This is vital work that UWBC is well positioned to lead and work collaboratively with community stakeholders and Anti-Racism experts to implement.

Capacity building programs

1. Providing capacity-building, training, consultation, and resources for organizations, service providers, and frontline staff to enhance their ability to effectively address racism and support diverse populations. These capacity-building efforts may include training sessions, best practice guides, policy development support, and networking opportunities to strengthen community-based services and initiatives.
2. Identifying opportunities for community readiness for a “[UWBC Hi Neighbour program](#)”, which promotes neighborly support, social connection, and community resilience as a response to discrimination and racism-by providing microgrants to support resident-led initiatives that address actions or activities resulting combatting social isolation, promote community cohesion, and enhance mental well-being.

Communities of Practice

- UWBC facilitates platforms for sharing knowledge, best practices, and experiences and collaboration and learning among funded organizations
- Aimed at advancing shared goals and improving outcomes

Needs assessment

- UWBC to lead regional conversations to understand capacity and expertise to provide anti-racist initiatives and programs.
- To analyze the needs, strengths, and challenges of communities affected by racism and discrimination. The analysis of this data will inform and prioritize areas for intervention.

Research and consultations

- Read and integrate existing policies and materials to increase the capacity of the sector. This involves gathering data through evaluation, surveys, interviews, and focus groups to understand the specific barriers faced by organizations to support their communities.

Intended Outcomes

- Increased local and provincial organizational capacity to address racism and support diverse communities through the advancement of shared goals



- Increased understanding of capacity and expertise needed to provide anti-racist initiatives and programs.
- Increased use of data informed decisions for future anti-racism work through analysis of community needs, strengths, and challenges to inform priority areas for intervention.

Timelines and Process

Parameters

- Priority populations
 - Racialized folks who have experienced racism
 - Specifically: Islamophobia, Anti-Semitism, anti-Black sentiments, discrimination against Indigenous communities, and anti-Asian biases
 - Youth
 - Indigenous organizations, Nations & Bands
 - Rural and remote communities across BC

Priority Languages

- Mandarin
- Farsi
- Spanish
- Arabic
- Punjabi
- Hindi
- Swahili
- French
- Simplified + traditional Chinese
- Cantonese
- Mandarin

Geography

- Provincial
 - Each organization will be able to apply based on the region they serve or a program with provincial reach
- Funding Parameters & Streams
 - Indigenous-led organizations and Land Based Nation



- Community Organizations (including registered and non-registered charitable agencies, non-profits, societies)
 - Up to \$50,000

Eligible groups

- Qualified Donees
 - Registered Charities: Charitable organizations, public foundations, or private foundations that are registered with the CRA
- Non-qualified donees are eligible
 - does not have the status of a qualified donee, meaning it cannot issue official donation receipts for gifts received. This category includes non-profit organizations, both incorporated and unincorporated, that are not registered charities and operate for various purposes excluding profit.
- Indigenous Governing bodies
 - First Nations bands, Métis settlements, and Inuit governments or associations
- Eligible vs ineligible costs
 - Eligible costs
 - 10% for administrative costs
 - Staffing & contractors
 - Direct Program related costs
 - Honorariums
 - Ineligible costs
 - Fundraising initiatives
 - Political engagement
 - For profit activities
 - Funding local helplines
- 1 submission per organization

Process & Timeline Options

Applications Live: Mid-June to July

Final Decisions: September

Funding made available to organizations: September

Information Session on June 11th, 1:00-2:00 pm (PT): Register [here](#)

Conditions of funding



United Way
British Columbia

Working with communities in
BC's North, Interior, Lower Mainland,
Central & Northern Vancouver Island

- Engagement in capacity building opportunities
- Quarterly & final reporting
- Participation in Marketing and promotion activities (this may include interviews, and social media)

Contact information

For technical issues on United Way BC's grant portal:

- Jenny Louie, Granting Specialist, at jennyl@uwbc.ca

For General questions

- Umer Hussain, Strategic Initiatives Manager, at UmerH@uwbc.ca