

## 2022 ANTI-RACISM GRANTS PROGRAM RECOMMENDATIONS

### RECOMMENDATION

That Community and Public Services Committee recommend to City Council:

1. That the grant recommendations, as outlined in Attachment 1 of the October 25, 2022, Community Services report CS01365, be approved.
2. That the remaining \$89,946.19 in the Anti-Racism Grant Program be utilized in 2022 to support additional awards within the Community Safety and Well-Being Grant Program aligned to the Anti-Racism Pillar of the Community Safety and Well Being Framework.

<b>Requested Council Action</b>		Decision required	
<b>ConnectEdmonton's Guiding Principle</b>		<b>ConnectEdmonton Strategic Goals</b>	
<b>CONNECTED</b>		<b>Healthy City</b>	
<b>City Plan Values</b>	BELONG		
<b>City Plan Big City Move(s)</b>	Inclusive and compassionate	<b>Relationship to Council's Strategic Priorities</b>	Community safety and well-being
<b>Corporate Business Plan</b>	Serving Edmontonians		
<b>Council Policy, Program or Project Relationships</b>	A short list of the most relevant items, including but not limited to: <ul style="list-style-type: none"> <li>• Bylaw 18970 - Anti-racism Advisory Committee Bylaw</li> <li>• Anti-racism Grants Program</li> </ul>		
<b>Related Council Discussions</b>	N/A		

### Executive Summary

- The Anti-racism Grants Program is an annual fund of \$300,000 which aims to support anti-racism initiatives developed by youth, grassroots organizations and non-profit organizations in Edmonton.
- The 2022 intake cycle of the grants program took place from June 10, 2022 to August 10, 2022, with a total of 30 eligible applications received.

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- Administration recommends the disbursement of \$210,053.81 in grant funding to 12 organizations.
- Council is being asked to approve Anti-racism Grants Program recommendations, in accordance with Bylaw 18970 - Anti-racism Advisory Committee Bylaw.

### REPORT

In Fall 2019, City Council established the Anti-racism Advisory Committee through Bylaw 18970 - Anti-racism Advisory Committee Bylaw and approved annual ongoing funding of \$300,000 for an anti-racism grants program to be managed by Administration with advice on recommendations from the Anti-racism Advisory Committee.

The aim of the Anti-racism Grants Program is to support anti-racism initiatives in Edmonton and 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 guided by anti-racism.

The Anti-racism Grants Program consists of four funding streams:

1. Youth Activation (\$25,000 available in total)
2. Project Ready Matching (\$75,000 available in total)
3. Local Community Participatory Action Research (\$50,000 available in total)
4. Local Anti-racism Capacity Building/Innovation (\$150,000 available in total)

The inaugural year of the grants program concluded on July 16, 2021 and resulted in \$213,591.25 in approved grant funding being disbursed to 16 community organizations in Edmonton. The current 2022 grant program saw a total of 33 applications received for projects totaling \$1,018,228 million dollars of requested financial support. Of these applications, 30 met eligibility requirements for review.

### Review Process

The 2022 Anti-racism Grants Program application period ran from June 10 to August 10, 2022. In total, 30 eligible applications were received for the Project Ready Matching, Local Community Participatory Action Research and the Local Anti-racism Capacity Building/Innovation funding streams. No Youth Activism projects were applied for. Administration will continue to explore ways to engage with youth groups and youth serving organizations to develop methodology to activate this funding stream.

One member of the Anti-racism Advisory Committee and 10 members of the public, consisting of all of the previous year's applicants, formed the 2022 Anti-racism Grants Program Review Panel to review applications. The review panel was guided in its decision-making by an evaluation tool to ensure a consistent and fair assessment of each application. After reviewing the applications

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individually, the review panel members met to discuss and finalize their recommendations as a group.

### **Review Outcome**

The review panel's list of recommended grant recipients was not able to be presented and/or ratified by the Anti-racism Advisory Committee, as the Anti-racism Advisory Committee had paused its meetings for a period of time.

In order to advance the grant funding before year end, Administration is bringing forward the review panel members' 12 application recommendations totalling \$210,053.81 for funding consideration. These applications fulfill the second cycle of the Anti-racism Grants Program and meet the requirements of three of the four funding streams in the grant program: the Project Ready Matching, Local Community Participatory Action Research and the Local Anti-racism Capacity Building/Innovation streams (Attachment 1). All groups are being recommended to receive the full funding amount they applied for.

Upon approval of the recommendations, organizations will enter into funding agreements with the City which outlines reporting requirements and timelines. Unsuccessful applicants are encouraged to meet with Administration to improve upon future applications for next year's cycle.

### **Budget/Financial Implications**

Through the CR\_7483rev - Fall 2019 Supplemental Operating Budget Adjustment, Council approved \$300,000 in ongoing tax levy funding beginning in 2021 for the Anti-racism Advisory Committee to support community-based projects focusing on anti-racism activities. The 2022 base budget of \$300,000 will be used to fund the 12 applications totalling \$210,053.81 with the remaining \$89,946.19 reallocated towards Community Safety and Well-being Grants to be awarded before the end of 2022, if the recommendations are approved by Council.

## **COMMUNITY INSIGHT**

The Anti-racism Advisory Committee advised on all aspects of the Anti-racism Grants Program in 2021, including program development, promotion of the program, review and assessment of the applications and grant award recommendations.

In May 2022, the Anti-racism Advisory Committee Internal Committee, together with members of the 2021 Anti-racism Grants Program Review Panel, reviewed the program and recommended changes to improve future grant rounds. These changes were ratified by the Anti-racism Advisory Committee and incorporated into the 2022 Anti-racism Grants Program.

To ensure that diverse community perspectives were represented in the grant review and decision-making process, invitations to join the 2022 Anti-racism Grants Program Review Panel in an ad-hoc advisory capacity were sent to all of the previous year's applicants. From this, 10 members of the community participated in reviews of the applications. Various procedures were put in place to address any potential conflict of interest from the review committee members and the grant applicants.

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### GBA+

Youth, grassroots and non-profit organizations led by or working to support racialized people may face increased barriers to accessing and applying for grant funding. These barriers might include limited time available for grant writing due to competing community priorities or smaller operational budgets which impacts their ability to hire staff with specific expertise in grant writing. Given these barriers, implementing a traditional grant program without additional support, flexibility or prioritization could negatively impact those applicants.

In designing the Anti-racism Grants Program, efforts were made to mitigate or remove barriers to ensure equity and support equality of outcomes for applicants. These efforts included:

- Application process
  - meeting with applicants virtually, via email or by phone to answer questions about the grant program and the application process
  - providing transcription services to applicants upon request
  - flexibility around timelines for the provision of supporting documents upon request
  - assessing late applications on a case-by-case basis
- Grant review process
  - ensuring that all review panel members were aware of and adhered to the review process confidentiality and conflict of interest statement
  - utilizing an evaluation tool (a scoring rubric) to ensure consistent and fair assessment of each application
- Recommendation process
  - providing priority to organizations that demonstrated that they were led by Black, Indigenous or persons of colour, had an operating budget under \$250,000 per year, had not received prior City of Edmonton funding, and/or demonstrated the involvement of partner organizations from other diverse communities (intersectionality).

### ATTACHMENT

1. 2022 Anti-racism Grants Program: Recommended Grant Award Recipients