



WRCF Racial Equity Fund – 2023 Funding Guidelines

About the Fund:

Racialized communities are being disproportionately affected by inequities. Waterloo Region Community Foundation (WRCF) is dedicated to taking the necessary steps toward advancing racial equity in our community. One action that is part of delivering on that commitment is the Racial Equity Fund – dedicated to supporting meaningful, positive action which advances the work of organizations serving people in Waterloo Region who are Indigenous, Black and people of color. Funds distributed are intended to assist those most impacted by the ongoing and systemic racial disparities that exist in our community.

Decisions for this fund will be made by a committee of volunteer community members who self-identify as Indigenous, Black or as a person of color. This committee determines the guidelines and will evaluate and select recipients of funding.

Fund Overview:

- Approximately \$300,000 in total funding is available.
- Up to \$20,000 is available per application, directed to eligible project expenses listed below.
- Deadline to apply is September 4, 2023 at 11:59 pm EST
- Funding must be used before December 31, 2024
- Applications are open to organizations that are Indigenous-led, Black-led or led by a person of color, serving a community or communities that have been impacted by racial inequities. “Led”, in this context, reflects a collection of decision-makers and influencers that spans the executive leadership, senior and program staff as well as volunteers - including the board.

We will also consider organizations doing work in support of a community or communities that have been impacted by racial inequities that are not Indigenous-led, Black-led or led by a person of color, if the project or that will be receiving funding is led by an individual or individuals who are Indigenous, Black or a person of color. These applications will be prioritized lower in our review process, because we believe leadership is an important component of advancing racial equity in our community.

- The types of organizations that can apply for funding include:
 - registered charitable organizations
 - Qualified donees recognized by Canada Revenue Agency (CRA)
 - Grassroots organizations through a partnership with a fiscal partner or WRCF directly (more details below)

Note: due to the limited amount of funding available, only one application per organization will be considered and partial funding may be provided. Fiscal Partners may work with up to two applying organizations.



Eligibility:

- Your organization is based in Waterloo Region, and has been providing services and/or programming to racialized individuals in Waterloo Region
- Your organization falls into one of the following three categories:
 - (1) You are a registered charity or qualified donee
 - (2) You are a grassroots organization that is going to partner with a registered charity or qualified donee so we can provide them with the funding on your behalf, for you to use the funds for charitable activities. If you plan to partner this way, they would be your organization's "fiscal partner" for this funding. If you want more information about how this works – contact us, we can help. Or you can find information about qualified donees, fiscal partners and/or download the fiscal partner form [here](#)
 - (3) You are a grassroots organization that doesn't have a fiscal partner. We know you are also doing important work in racialized communities across Waterloo Region. Go ahead and complete the application, and indicate that you do not have a fiscal partner. We will contact you to see how we can support you. If you need help completing your application contact Blessing at blessing@wrcf.ca or 519-725-1806 x 206 and she will be happy to assist you.
- We will give priority to funding organizations that work with the people you are seeking to serve or provide programming in the decision-making, delivery and/or measurement of your project. For example:
 - Is your organization's leadership indigenous, black or a person of color.
 - How are the people you are seeking to serve or provide programming for included in decision-making or delivery of your project?
 - How, and from whom, do you get feedback on your project?
- Preference will be given to applications that can demonstrate the impact of the funds that will be received. Things to consider:
 - How will racialized members of our community benefit from this funding?
 - How will racialized members of the community be supported?
 - Are funds being directed to neighborhoods in our community that are not commonly resourced and provide actionable assistance to racialized residents?
 - Will this initiative/program support those most impacted by the ongoing and systemic racial disparities that exist in our community?

What will be funded through the Racial Equity Fund?

Eligible Expenses: Direct project costs including the following:

- People costs (wages, support to staff, mental health and wellness, consulting fees etc.)
- Capital costs covering equipment purchase, rental, leasing and maintenance
- Materials and supplies
- Administration costs
- Technology costs
- Printing and communication (including marketing)



- Community outreach and engagement
- Adapting current programming
- Launching a new project
- Increasing access to language, culture, and/or traditions

Examples of Eligible Applications:

- Please see Appendix A

The following expenses are not eligible for funding through the Racial Equity Fund:

- Fundraising expenses
- Funding to individuals
- Endowment requests or deficit reductions
- Political or religious activities
- Research
- Activities outside of Waterloo Region

Evaluation:

We will want to know how this funding helped our community. If your organization received funding, we will need you to complete a short evaluation that tells us about the impact you had. The final report is due by January 31, 2024.

(Note: we will provide you with a [template](#) and assistance if you have any questions.)



Appendix A:

Examples of eligible applications that could be funded through the Racial Equity Fund:

- Technology classes for racialized children and youth to Waterloo Region
- Creation of an ecosystem on campus that is supporting Indigenous leadership, reconciliation and systems change/change making
- Innovative techniques for Elders and Healers who provide counselling, traditional medicines and teachings to youth in their communities
- Hiring a youth engagement coordinator who provides outreach, programming and support to racialized youth in dealing with anti-racism
- Early Child Learning Supports for racialized parents
- Afterschool or homework support programs for racialized children and youth living in affordable housing
- Designing and programming a cultural community food garden to provide residents of marginalized communities with healthier food options
- Supports to isolated racialized seniors who have complex needs
- Black centered mental health supports
- Leadership programs that promote a sense of belonging and, character development
- Refugee workshops that help navigate Canadian systems, local social supports, and map out locations for necessities
- Career supports for racialized youth to help enter the job market
- Community food share experiences to bring people, cultures together that foster a sense of belonging
- Counselling and rehabilitation programs for racialized youths
- Newcomer Youth leadership programs
- Financial literacy programs for Newcomers