



INCORPORATING PRINCIPLES OF EQUITY: MAJOR GRANT PROGRAM CONSIDERATIONS

As per the program guidelines, organizations funded at the Major Grants level will be able to demonstrate how they incorporate principles of equity into their work.

Organizations committed to equity proactively counter inequalities inside and outside the organization. They exhibit characteristics and follow practices that include (by are not limited to) the following:



- 01 Foster an environment where different lived experiences and backgrounds are valued as assets to teams and to the organization.
- 02 Design and deliver programs that are culturally responsive, and where impacted communities are stakeholders, leaders and assets to the work.
- 03 Have a critical mass of people at all levels that represent the diversity of the community they serve.
- 04 Embrace internal change around equity and work to identify where disparities exist (such as compensation and promotion).
- 05 Allocate resources to support DEI work.
- 06 Have disaggregated data to find root causes of disparities in service delivery, audience or stakeholder groups.
- 07 Talk freely about key organizational learnings around equity and their journey and show a willingness to review personal and organizational oppression. Model a responsibility to speak about diversity, inclusion and belonging both inside and outside the organization.

CALGARY FOUNDATION RECOGNIZES THAT EQUITY REQUIRES SUSTAINED COMMITMENT.

Organizations may shift mindsets, policies and practices at different rates and through a variety of approaches. There is no one “right way”. Organizations applying to the Major Grants program may not incorporate all of the characteristics above, but successful applicants will be able to speak to their efforts and identify where they still have work to do. We recognize that some organizations are new to this journey. Calgary Foundation’s Strategic Opportunity Grants and Community Grants Programs are available to support organizations on their journey toward greater equity.

In addition to an organization’s overall commitment to equity, Major Grants committee members may also consider equity in relation to the proposed project:

- Who will be most affected by this work? Who is most advantaged and who might be disadvantaged by the issues this proposal seeks to address?
- Have stakeholders from those affected (directly or indirectly) been meaningfully involved and authentically represented? Who holds the ultimate decision making power?
- What factors (including historical factors) might produce or perpetuate inequities associated with this issue and does this proposal address those inequities?
- What positive impacts on equality and inclusion, if any, could result from the proposed project?

ADAPTED FROM RACE FORWARD: RACIAL EQUITY IMPACT ASSESSMENT GUIDE

RESOURCES FOR CHARITIES

[CommunityWise](#) developed a suite of resources through their Anti-Racist Organizational Change project.

[Action Dignity](#) offers customized training for organizations to understand and address racism.

[Centre for Sexuality](#) offers tailored workshops about inclusion of gender and sexual diversity.

[Vecova](#) offers courses on leading a culture of inclusion.

Toronto Arts Foundation has a comprehensive guide called the [Arts Equity Toolkit](#).