



## Frequently Asked Questions

Anti-Racism Capacity-Building Fund

*These questions were submitted during the August 19, 2020 online orientation session and are posted here for the benefit of those who were not able to attend.*

*If additional questions are submitted via email, they will be added to this list, along with the response.*

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- 1. Will The City involve community associations in the anti-racism work and if so in what capacity?**  
Community associations are welcome to participate in this funding opportunity. If a community association doesn't meet eligibility requirements, it's a great opportunity to collaborate with another community association or non-profit organization to submit an application.
- 2. Will the wards be announcing what CA are hosting town halls?**  
All engagement opportunities will be posted online at [calgary.ca/anti-racism](http://calgary.ca/anti-racism) once details are finalized.
- 3. Is the Calgary Police part of the funding body with City of Calgary?**  
No, the Calgary Police Service is not a funding body for this fund.
- 4. If we offer collaborative involvement for the application as a nonprofit, can we offer to host the event with rental of the venue?**  
Yes, venue expenses may be eligible under this funding criteria.
- 5. Will the funding allow for a literature review followed by the project activities?**  
If a literature review can demonstrate progress towards one of the objectives, it would be eligible. It would also be important to have a plan about how to disseminate the learnings from the literature review.
- 6. Can the duration of the project be from 18-24 months?**  
Initiatives that receive funding will launch by November 2020 and end by September 2021.
- 7. If our funding application is for training, do the attendees have to be Calgary based only?**  
Projects should be primarily for Calgary residents, but we understand that people from neighbouring communities work in Calgary and may participate. Feel free to email us at [fundingproposals@calgary.ca](mailto:fundingproposals@calgary.ca) to discuss.
- 8. Are educational institutions (i.e. University or CBE) eligible to be partners in a collaborative proposal, as they are non-profit organizations?**  
This funding is available for community-based, non-profit organization. Educational institutions can be collaborators in a proposal.
- 9. Our organization's main office is in another province, but it has members and activities organized in Calgary. Can we apply from our main office in the other province to do activities in Calgary?**  
The organization must be established to legally operate in Alberta, have an established presence in Calgary and should collaborate with other Calgary-based organizations. The initiative itself will need to be Calgary-based.
- 10. Does each member of a collaborative need to submit a separate application or only one application per collaborative?**  
Only one application should be submitted per collaborative.



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- 11. Do all collaborators' agreements have to be in place before the application is put forward?**  
Collaborators' agreements do not need to be in place before the application is submitted. However, all collaborators, and their role need to be clearly articulated.
- 12. What is an example of previous anti- racism work?**  
In the context of this funding opportunity, any activity that your organization has undertaken to address systemic racism within the organization, in collaboration with other organizations, or to advance change at the policy or systems level. For more information, please visit the 'other resources' section.
- 13. How do you ensure that this funding process does not reinforce current inequities between those who get regular funding and those who have been excluded from funding and are directly impacted by racism?**  
Priority will be given to organizations that are led by people directly impacted by racism. We recognize that systemic racism is embedded in funding practices and we are committed to ongoing improvement. If you have identified barriers with this call for funding proposals or would like to suggest ideas on how to make funding more equitable, please contact us at [fundingproposals@calgary.ca](mailto:fundingproposals@calgary.ca).
- 14. Regarding collaborating partners, may we collaborate with a private company/organization?**  
A private company/organization may be included as a collaborator if its contribution is clearly linked to the outcome the initiative seeks to achieve.
- 15. Must applicants be immigrants or immigrant-run organizations?**  
No, applicants do not need to be newcomers, nor does the organization need to be run by a newcomer.
- 16. What per centage of overhead management is acceptable?**  
Every organization's management fee structure is different and for this funding opportunity, a percentage hasn't been set. Depending on the total amount requested, 10 to 15 per cent is usually considered reasonable.
- 17. If the society is under registration process, is it allowed to apply?**  
The application requires proof of registration and registration number.
- 18. Is there a cap on how much funding each project can apply for? Is there a funding amount or range we should stay within?**  
There is no minimum or maximum amount for each initiative. However, the requested amount should be proportionate to the type of proposed activities.
- 19. Is there a way to have this RFP speak to how the Anti-Racism Capacity-Building fund was formulated, to offer context as it was launched in response to the Systemic Racism consultations where mostly Black and Indigenous people on Treaty 7 spoke to their experiences of racism here in Calgary?**  
Thank you for your comment. We've included information to the funding webpage to provide additional context.
- 20. What personnel can be funded?**  
Personnel cost for positions that are directly delivering an initiative, as well as those that are providing management or administrative support are eligible.



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**21. If our organization is not yet on the crowd sourcing platform/collaboration platform, how do we have our name added?**

Individuals can sign up for the platform themselves. To do so please follow this link:  
<https://innovation.calgary.ca/a/campaign-home/24819>

**22. Would you consider applications from ethnospecific communities and that target their specific communities?**

Yes, ethno-specific communities are encouraged to submit a collaborative application if the organization submitting the application and the initiative idea meet the eligibility criteria.

**23. Can you name the "others" reviewing application for transparency please?**

The confirmed proposal reviewers are listed in the [Terms of Reference](#). As new funders join, they will be added to the list and the website will be updated.

**24. How are the representatives from the partner funding agencies chosen? Will the panel be diverse? Leadership in the partner funding agencies mentioned is usually not representing BIPOC.**

Each funding partners will identify the representative who is best positioned to participate and contribute to this funding process.

**25. Does an organization have had done anti-racism work previously? Can it be a new initiative that we take on?**

Previous experience in anti-racism is a requirement to access this funding opportunity. However, the initiative being proposed can be a new initiative.

**26. How much of this process is informed by the series of public meetings with Council on racism?**

The approval of the Terms of Reference for this capacity-building fund took place at the same time as the public hearing. Although the Terms of Reference are not directly informed by the public meetings, the way in which this fund is administered is informed by the comments and suggestions made at the public hearing.

**27. Can an organization submit a proposal and be part of another proposal (with another/different group)?**

Yes, an organization can be a principal applicant on one initiative and a collaborator on another.

**28. How do you mitigate implicit bias among the adjudicator?**

The adjudicators are aware of implicit bias and how it affects their proposal review process. As a mitigation strategy, instead of only discussing applications in a group setting, each application will be reviewed and assessed independently by each adjudicator prior to discussion. In addition, they are participating in a level setting session prior to the adjudication process. Structurally, we are mitigating implicit bias by prioritizing applications from organizations led by community member directly impacted by racism.

**29. Are sexuality, gender also considered in anti-racism?**

Yes, we encourage initiatives that take an intersectional perspective, considering how multiple identity factors, including sexuality and gender, shape the experiences of people affected by racism.

**30. Would something like a cultural sensitivity training for women fleeing domestic violence fall under anti-racism work?**



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Such an initiative may be eligible, so long as it clearly articulates how it meets the objectives of the fund around anti-racism.

**31. How would you view an initiative led by BIPOC staff even if the organization is not itself explicitly BIPOC?**

As per question 9 in the application form, the organization needs to demonstrate how it centres the voice of people experiencing racism and their role in leadership.

**32. Will BIPOC-led initiatives be given priority over proposals led by non-equity-seeking demographics to preclude the probability of white saviourism?**

As per question 9 in the application form, the organization needs to demonstrate how it centres the voice of people experiencing racism and their role in leadership.

**33. There is a fear right now among the black community as we all know it arose from the mural issue. Are black people safe to host anti-racism activities in the city should the funding be approved? What safety approaches are there for the black community especially the big voices of anti-racism in this city?**

If you have any safety concerns about an activity you hope to undertake, please reach out to us directly at [fundingproposals@calgary.ca](mailto:fundingproposals@calgary.ca). We can discuss mitigations that can be put in place to enhance safety and security.