Seeds of Change Fund
Application

Description of fund:
Seeds of Change is a one-time capacity-building fund to be allocated to organizations with a mandate and/or experience to build the capacity of their member organizations and/or groups by advancing the resources, capabilities, and knowledge.

Successful organizations will use The City of Calgary's Anti-Racism resources as a tool to raise awareness about systemic racism, its impact on Indigenous, Black and diverse Racialized Calgarians, and how to address it within their respective lines of service using an intersectional lens.

Eligible one-time projects can be started as of August 1, 2025, and to be completed and funds spent by August 31, 2027.

To learn more about the Seeds of Change Fund, please go to the call for funding proposals webpage, or if you have questions about this form, please contact fundingproposals@calgary.ca.

All information provided is public.

Organization Information	
Organization Name	*Multi-line, 100 characters max, required*
Year of Registration	*Multi-line, 100 characters max, required*
Act Registered Under	• The Alberta Societies Act • The Alberta Companies Act • The Canada Not-for-Profit Corporations Act • The Canada Business Corporations Act • Other *drop-down list required*
If you selected "Other," identify what act your organization is registered under	*Multi-line, 100 characters max, optional*
Registration Number:	*Numerical, Required*
Year of Registration:	*Numerical, Required*
Website:	*Text, 100 characters maximum, Optional*
Mailing Address:	*Text, 100 characters maximum, Required*
Street Address (if different from mailing address):	*Text, 100 characters maximum, Optional*
Primary Contact:	*Text, 100 characters maximum, Required*
Phone Number:	*Text, 100 characters maximum, Optional*
Email address:	*Text, 100 characters maximum, Optional*
Program Lead:	*Text, 100 characters maximum, Required*
Phone Number:	*Text, 100 characters maximum, Optional*
Email Address:	*Text, 100 characters maximum, Optional*
If your application is successful, will you obtain adequate liability insurance (no less than 2 million	*Yes/No*

dollars Commercial General Liability insurance including The City as an additional insured)? *Description: The costs associated with obtaining insurance are an eligible expense and can be included in your budget.* ***The ability for successful organizations to be awarded funding is contingent upon meeting this requirement in a timely manner.***	
Developing and integrating Anti-Racism disaggregated race-based data is one of the City's Anti-Racism Strategic Goals to improve services and programs as well as support evidence-based decision-making and transformative anti-racism initiatives. If your application is successful, will you support the development and promotion of disaggregated race-based data as needed?	*Yes/No*
If your application is successful, will you collaborate with The City of Calgary to ensure the implementation aligns with the fund's intent? Organizations will engage proactively, offering feedback, recommendations, and collaborative solutions to address emerging challenges and capitalize on opportunities for improvement.	*Yes/No*
If your application is successful, will you provide an audited financial statement of the organizational expenses within three months after your organization's fiscal year-end? *Description: The costs associated with conducting an audit are an eligible expense and can be included in your budget.*	*Yes/No*
Have you uploaded a copy of your organization's most recent annual return or financial statement in the Documents section of FIMS?	*Yes/No*
If you answered "No" to the previous questions, please explain.	*Multi-line, 1000 characters max, optional*

1. What is the overall goal or priority of your organization? *This could be your mission, vision, purpose or some other guiding statement.*
Multi-line, 2,000 characters max, required

2. The Seeds of Change Fund will be allocated to organizations with a mandate and/or experience to build the capacity of their member groups and/or organizations. How is your organization's membership structured? *Please provide details on the membership models, criteria for joining, and any associated benefits or responsibilities.*
Multi-line, 2,000 characters max, required

3. Describe your organization's experience with building the capacity of your member groups and organizations.
Multi-line, 2,000 characters max, required

4. How is your organization best positioned to deliver this project?
Multi-line, 2,000 characters max, required

5. Have you received other funding in the last 3 years for anti-racism projects aimed at addressing systemic racism impacting Indigenous, Black and diverse Racialized Peoples in Calgary? This can include the anti-racism grant from other orders of government or other sources. *If your answer is Yes, please complete Question #6 & #7; if your answer is No, please proceed to Question #8.*
Yes/No

6. If you answer yes to the previous question, how are these projects integrated within your member groups and/or organizations' respective lines of service?
Multi-line, 2000 characters max, optional

7. If your answer is yes to question 5, describe how the proposed project in this application is different from the already funded anti-racism projects mentioned above. Or how the Seeds of Change Funding supports the already funded anti-racism projects mentioned above.
Multi-line, 2000 characters max, optional

8. If your proposed project is delivered in collaboration with other organization(s), please list the organizations you plan to collaborate with and describe their role.
Multi-line, 1000 characters max, required

Project Information	
Project Name:	*Multi-line, 200 characters max, required*
Contractual Start Date:	*Multi-line, 100 characters max, required*
Contractual End Date:	*Multi-line, 100 characters max, required*

9. Project Description *Provide a brief description of the project and its intended impact. This description is used on our public website.*
Multi-line, 500 characters max, required

10. Describe your Seeds of Change project. *Provide a detailed **overview of your project**, including how the proposed project aligns with the Anti-Racism Strategic Plan, the specific plan, timeline, processes, or approaches that will be used. Explain who the project is aimed at, what activities will be carried out, how they will be implemented including where and when.*
Multi-line, 4,000 characters max, required

11. **Why is this project approach the most appropriate for building the capacity of your member groups and/or organizations?** *Explain why the proposed approach is suitable for your member groups and/or organizations' capacity building evidenced by observations, reflections, community testimonies, data, evaluations, or recommendations from Elders and Knowledge Keepers.*
Multi-line, 4,000 characters max, required

12. What impact will this project have on your member groups and/or organizations' ability to improve the experiences of Indigenous, Black and diverse Racialized Peoples? *Describe how the project will improve awareness of systemic barriers and equitable and accessible service delivery for Indigenous, Black and diverse Racialized Peoples.*
Multi-line, 2,000 characters max, required

13. Alignment to funding priorities and outcomes: *Identify the outcomes your project intends to achieve aligning with each funding priorities. (Select at least one outcome from each funding priority)*	☐ ☐ ☐ ☐ ☐ ☐	**1. Priority one - Increased Awareness:** Collaborate to create community anti-racism learning opportunities to foster continuous learning on systemic barriers and opportunities for improvement **Anticipated Outcome:** a. Increased collaboration to create community-based opportunities for anti-racism learning opportunities. b. Increased shared understanding and common language regarding systemic racism and racial discrimination. c. Increased awareness to identify and remove systemic racial barriers. **2. Priority two - Enhancing Equitable and Accessible Service Delivery**: Incorporate anti-racist and equitable practices in service delivery to promote accessible and inclusive programs, services, and community spaces for Indigenous, Black and diverse Racialized Calgarians. **Anticipated Outcome:** a. Community groups and organizations have the tools to promote racism free programs and services. b. Community groups and organizations have the tools to promote racism free spaces. c. Indigenous, Black and diverse Racialized Calgarians have increased awareness of The City and community resources.

14. How will you measure whether you have achieved the funding priorities/outcomes selected above? *Outline the metrics to measure the project's progress.*
Multi-line, 2,000 characters max, required

15. Considering the limited duration of this funding, what is your plan for the project after the funding period ends? *If you intend to continue the project, what steps will you take to ensure its sustainability beyond the funding term?*
Multi-line, 2,000 characters max, required

Additional Questions (OPTIONAL)

The questions in this section are being asked to gather data in support of The City's commitment to continuous improvement, diversity, equity, inclusion, and anti-racism. All questions in this section are

optional and, therefore, do not need to be completed to submit your application. Answers will not have an impact on the success of your application.

16. For the purposes of planning future funding opportunities, what other issues or challenges is your organization facing that are not addressed in your proposed project?
Multi-line, 2,000 characters max, optional

17. Is your organization led by a majority (51% or more) of individual(s) from the following groups?
Indigenous, Black or diverse Racialized Peoples community; *Yes or No, Optional* **Gender diverse community;** *Yes or No, Optional* **LGBTIQ2S+ sexually diverse community;** *Yes or No, Optional*

18. Does your organization have a majority (51% or more) of programming specifically for the following groups?
Indigenous, Black or diverse Racialized Peoples community; *Yes or No, Optional* **Gender diverse community;** *Yes or No, Optional* **LGBTIQ2S+ sexually diverse community** *Yes or No, Optional*

19. If you wish, you may provide any important information to elaborate on the response(s) selected above.
Multi-line, 1000 characters maximum, Optional