

**Human Rights Education and Multiculturalism Fund
Support to Community Organizations
April 1, 2017 – March 31, 2018**

Human Rights Projects Grants 10 Approved Grants – Total \$484,281		
Organization	Project Summary	Grant
Alberta Association of Immigrant Serving Agencies www.aaisa.ca Provincial	Deepening Collaborative Anti-Discrimination Practice in Alberta's Settlement Sector: Immigrants and refugees experiencing racism and discrimination will have increased support to deal with discrimination from immigrant serving agencies. A community of practice will be created within the Alberta settlement sector for professionals who work with immigrants and refugees that may be experiencing racism and discrimination. This project will build their capacity around the issues and for responses to be advocates and support community members. <i>To be paid in two installments - \$54,000 and \$21,776</i>	\$75,766
Alberta Hate Crimes Committee www.albertahatecrimes.org Provincial	Stop Hate Alberta: Alberta communities will have increased capacity, confidence and networks to respond and address hate. This project will identify hate crime trends, provide support for victims of hate and bias activity, and build the capacity of service providers when responding to hate. This project also includes the enhancement of reporting and monitoring hate in Alberta, the development of a counter-narrative campaign, an annual provincial report and a toolkit to respond to hate incidents based on restorative justice practices. In addition, the project includes the design and delivery of the Hate Hurts program to schools in four communities across Alberta. <i>To be paid in three installments - \$28,600, \$28,400 and \$28,400</i>	\$85,400
ARC Foundation www.arcfoundation.ca Edmonton	Alberta SOGI [Sexual Orientation and Gender Identity] Educator Network: The Alberta Sexual Orientation and Gender Identity (SOGI) Educator Network will support Alberta educators in building their awareness, skills and knowledge in Lesbian, Gay, Bisexual, Trans, and Queer (LGBTQ) issues impacting students. Alberta school divisions and teachers will be involved in co-designing programs to help overcome obstacles in SOGI education. Lesson plans and teacher resources will be developed.	\$50,000

Organization	Project Summary	Grant
Athabasca Native Friendship Centre Society www.anfca.com Athabasca	Athabasca Youth Equality Project: Indigenous youth in Athabasca will build capacity to address issues of racism and discrimination related to race, gender and sexual orientation. This project will use dialogue, art and social media to engage the youth in self-advocate skill and capacity building. A compilation of videos, internet memes and photos will be developed.	\$13,900
Autism Calgary Association (ACA) www.autismcalgary.com Calgary	Newcomer Inclusion & Support Project: Newcomer families living with Autism Spectrum Disorder in Calgary will work with institutions and services providers to address systemic discrimination barriers. Development and delivery of awareness information and interactive presentations will support families and enhance institutional practices.	\$25,325
College and Association of Registered Nurses of Alberta (CARNA) www.nurses.ab.ca Provincial	Indigenous Health and Cultural Competency Development for Registered Nurses: This project will address systemic and individual discrimination of Indigenous people in Alberta's health system. This will be accomplished by working with Indigenous people, subject matter experts and nurses to revise policy and develop appropriate learning content for CARNA staff and members. An online learning module, in-person educational workshops will be developed and a policy review with Indigenous input will be implemented. <i>To be paid in two installments - 33,000 and \$12,000</i>	\$45,000
Elizabeth Fry Society of Calgary www.elizabethfrycalgary.ca Provincial	Criminal Records and the Impact on Hiring Practices: This project will increase the awareness of the value of hiring individuals with criminal backgrounds. Research and recommendations regarding discrimination toward people with criminal histories will be undertaken. Interviews with offenders, employers, educators and community representatives will be conducted to gain a variety of perspectives. Training tools that address employment barriers will be developed.	\$38,290

Organization	Project Summary	Grant
<p>Gateway Association for Community Living www.gatewayassociation.ca Edmonton</p>	<p>Accommodations in Human Resource Systems: Employers will address discriminatory practices and policies that limit participation of employees with developmental disabilities. Several employers will be engaged to review and update their human resource policies and practices through dialogue, training and mentoring. An advisory steering committee will guide the project and share the findings with their networks.</p>	<p>\$44,600</p>
<p>John Humphrey Centre for Peace and Human Rights www.jhcentre.org Provincial</p>	<p>Building Across Alberta - Reconciliation in Education: Alberta teachers and community educators will increase their capacity and confidence in integrating Indigenous issues of reconciliation into the classrooms. Teachers from five communities across Alberta will build their knowledge with the support of local Indigenous subject matter experts. Videos, lesson plans, and other resources will be hosted on online to assist teachers to increase their comfort in dealing with sensitive topics they will be expected to address.</p> <p><i>To be paid in two installments - \$33,000 and \$33,000</i></p>	<p>\$66,000</p>
<p>Shining Mountains Living Community Service www.shiningmountainslcs.ca Red Deer</p>	<p>Peace Makers: This project will remove discriminatory barriers experienced by Indigenous people in the Red Deer area in accessing tenancy and housing. Training on tenant rights, responsibilities and cultural differences will be provided to landlords, tenants and Indigenous people. Plain language brochures and information will be made available in print and online.</p>	<p>\$40,000</p>

CONTINUED....

Community Inclusion Grants

8 Approved Grants – Total \$80,000

Municipality	Project Summary	Grant
Calgary, City of www.calgary.ca	Understanding Siimohksin: Wahkotiwin – Setting the Context: This project will increase understanding of Indigenous perspective in crime prevention. With the assistance of Elders, several learning circles will be facilitated in Calgary and surrounding communities. Seventy-five individuals will participate and evaluate the learning experience. This project supports the City’s Indigenous Policy and Indigenous Policy Framework and focuses in an area where Indigenous people often experience systemic discrimination.	\$10,000
Chestermere, City of www.chestermere.ca	The Faces of Chestermere: This project will increase diversity and inclusion awareness in the municipality of Chestermere and region. A year-long campaign will engage citizens in identifying and showcasing their differences. Photos, interviews and statistics will be used to create street banners and a publication about their community's diversity.	\$10,000
Cochrane, Town of www.cochrane.ca	CochrInclusion: This project will increase the awareness and practice of inclusion within the Town of Cochrane’s municipal organization and the local business community. An education summit exploring diversity issues will be designed and delivered to staff. As well, local businesses will be engaged in an inclusion campaign that builds strategies identified to address the barriers to people with mobility issues.	\$10,000
Jasper, Municipality of www.jasper-alberta.com	Fostering a Welcoming and Inclusive Jasper: This project will increase the municipal corporation’s and local communities’ capacity to build and maintain an inclusive Jasper. Elected officials, city staff, and residents will be engaged through dialogues as well as public awareness and education campaigns that will support Jasper to join the Canadian Coalition of Municipalities against Racism and Discrimination (CCMARD). An evaluation will be conducted using the Alberta Urban Municipalities Association’s Municipal Evaluation Tool – Measuring Inclusion.	\$10,000

Municipality	Project Summary	Grant
<p>Red Deer, City of www.reddeer.ca</p>	<p>Community Gathering on the Truth and Reconciliation Commission’s Calls to Action: This project will increase Red Deer municipal and community stakeholders understanding of the Truth and Reconciliation Commission’s Calls to Action. The Red Deer Welcoming and Inclusive Communities Network, which includes Indigenous participation, will host conversations leading up to a community gathering. A report identifying what is currently being done and next steps will be produced.</p>	<p>\$10,000</p>
<p>St. Albert, City of www.stalbert.ca</p>	<p>Community Engagement: The citizens of St. Albert will have increased knowledge, skills and confidence to be an ally and stand with people who experience exclusion. Community members will be engaged in dialogues and learning opportunities to understand and address issues of racism, discrimination and equity. Promotion and awareness materials, as well as animation videos will be developed to advance and deepen commitment to a diverse and inclusive community</p>	<p>\$10,000</p>
<p>Vermilion, Town of www.vermilion.ca</p>	<p>Cultural and diversity inclusion and education: This project will increase the diversity and inclusion capacity in Vermillion and neighbouring communities. The Town of Vermillion’s Newcomer Advisory Committee will use community events throughout the year to promote diversity and assess understanding of and acceptance for inclusion by local residents. A report of survey findings, including recommendations, will be developed to further their work in this area.</p>	<p>\$10,000</p>
<p>Wood-Buffalo, Regional Municipality of www.rmwb.ca</p>	<p>Diversity & Inclusion Business Recognition Program: This project will increase workplace inclusive policies and practices Wood Buffalo area. The municipality, in conjunction with the business sector, will develop a Diversity and Inclusion Business Recognition Program. Best practice guides, training curriculum and policy templates supporting inclusive workplaces will be developed in support of the City’s diversity plan.</p>	<p>\$10,000</p>

Access and Equity Grants
7 Approved Grants – Total \$780,981

Organization/Municipality	Project Summary	Grant
<p>Alberta Civil Liberties Research Centre www.aclrc.com Provincial</p>	<p>Developing Human Rights Interpretative Bulletins: Albertans will have increased understanding of their rights and responsibilities under the Alberta Human Rights Act. Educational resources will be reviewed and revised on key human rights topics including duty to accommodate, duty to accommodate students with disabilities in post-secondary educational institutions, rights and responsibilities related to pregnancy, childbirth and adoption, human rights in the hospitality industry, when is discrimination not a contravention of the law, and obtaining and responding to medical information in the workplace.</p>	<p style="text-align: right;">\$18,000</p>
<p>Legal Resource Centre of Alberta (operating as Centre for Public Legal Education Alberta -CPLA) www.cplea.ca Provincial</p>	<p>Educational Resource Development on Age Amendments and Tenancy: Albertans will have increased understanding of their rights and responsibilities under the Alberta Human Rights Act. Human rights educational resources will be developed to articulate the latest “age” amendments to the Alberta Human Rights Act and how they impact areas of tenancy, goods and services, accommodation, and facilities customarily available to the public. In particular, comprehensive publications will be completed on human rights in condominiums, co-operative housing units and mobile home sites. These resources include publications, workshop modules and webcasts.</p>	<p style="text-align: right;">\$56,981</p>
<p>Ethno Cultural Council of Calgary (future name: Action Dignity) www.ecccalgary.com Provincial</p>	<p>Peoples CAFÉ (Coalition to Advance Fairness and Equity): This project will build capacity in areas of local community engagement, leadership support, and resource mobilization. This two-year pilot project will bring together Calgary community networks, organizations and individuals to collaboratively address issues of discrimination, inequity and racism. It is part of a province-wide initiative that involves similar collaboratives in Edmonton, Lethbridge, Red Deer and Wood Buffalo. This project includes the costs for training the provincial coordinators.</p> <p><i>To be paid in two installments - \$70,000 and \$70,000</i></p>	<p style="text-align: right;">\$140,000</p>

Organization/Municipality	Project Summary	Grant
Lethbridge Youth Foundation www.youth.ab.ca Provincial	<p>Southwest Network Equity Coalition: This project will build capacity in areas of local community engagement, leadership support, and resource mobilization. This two-year pilot project will bring together Lethbridge and southwest Alberta community networks, organizations and individuals to collaboratively address issues of discrimination, inequity and racism. It is part of a province-wide initiative that involves similar collaboratives in Edmonton, Wood Buffalo, Red Deer and Calgary.</p> <p><i>To be paid in two installments - \$61,500 and \$61,500</i></p>	\$123,000
REACH Edmonton www.reachedmonton.ca Provincial	<p>Edmonton Coalition Creating Equity: This project will build capacity in areas of local community engagement, leadership support, and resource mobilization. This two-year pilot project will bring together Edmonton community networks, organizations and individuals to collaboratively address issues of discrimination, inequity and racism. It is part of a province-wide initiative that involves similar collaboratives in Wood Buffalo, Lethbridge, Red Deer and Calgary. This project includes the costs related to evaluating this provincial initiative.</p> <p><i>To be paid in two installments - \$100,000 and \$100,000</i></p>	\$200,000
Red Deer, City of www.reddeer.ca Provincial	<p>Red Deer and Area Equity Coalition: This project will build capacity in areas of local community engagement, leadership support, and resource mobilization. This two-year pilot project will bring together Red Deer and central Alberta community networks, organizations and individuals to collaboratively address issues of discrimination, inequity and racism. It is part of a province-wide initiative that involves similar collaboratives in Edmonton, Lethbridge, Wood Buffalo and Calgary.</p> <p><i>To be paid in two installments - \$60,000 and \$60,000</i></p>	\$120,000
Wood-Buffalo, Regional Municipality of www.rmwb.ca	<p>Wood Buffalo Equity Coalition: This project will build capacity in areas of local community engagement, leadership support, and resource mobilization. This two-year pilot project will bring together Wood Buffalo area community networks (such as members from the Regional Advisory Committee on Inclusion, Diversity and Equality), organizations and individuals to collaboratively address issues of discrimination, inequity and racism. It is part of a province-wide initiative that involves similar collaboratives in Edmonton, Lethbridge, Red Deer and Calgary.</p> <p><i>To be paid in two installments - \$61,500 and \$61,500</i></p>	\$123,000

CONTINUED....

SUPPORT TO COMMUNITIES		
10	Human Rights Project Grants	\$484,281
8	Community Inclusion Grants	\$80,000
7	Access and Equity Grants	\$780,981
25	Grants Approved in 2017-18	Total: \$1,345,262
	Amount paid in 2017-18	\$868,696