

**Human Rights Education and Multiculturalism Fund
Support to Community Organizations
April 1, 2018 – March 31, 2019**

Human Rights Projects Grants 14 Approved Grants – Total \$498,010		
Organization	Project Summary	Grant Amount
Action Chinese Canadians Together Foundation (ACCT) acctfoundation.ca Provincial	Strengthening Multiculturalism Through Community Capacity and Leadership Development: The Chinese community in Alberta will build capacity to identify and address discrimination barriers that impact their inclusion in the Calgary and Edmonton areas. Members of these communities will be involved in community-based research and training to help influence systemic change. A toolkit and training curriculum will be developed that documents stories, exclusive policies and practices, and community recommendations/actions.	\$41,800
Bow Valley College - School of Global Access Bowvalleycollege.ca Calgary	Creating a Culture of Inclusion at Bow Valley College: This initiative aims to create an on-campus culture that embraces multiculturalism, facilitates better intercultural relations, and enables all students to fully participate in the life of their school by ensuring that staff and faculty are inclusive and address the diverse needs of their students. Guided by staff, faculty and students, Bow Valley College will develop a staff orientation tool-kit that includes workshop curriculum and will be supported by an awareness campaign.	\$25,000
Calgary Fetal Alcohol Network www.mycf.ca Provincial	Addressing Healthcare Discrimination Throughout the Lifespan for Individuals with FASD: This project will help reduce discrimination in the Alberta healthcare system towards individuals and families affected by Fetal Alcohol Spectrum Disorder (FASD). Research and consultations with key stakeholders, including physicians, will lead to recommendations for the removal of discriminatory barriers and bias within the healthcare system. A literature review will be conducted and training materials for physicians will be developed.	\$29,100

Organization	Project Summary	Grant Amount
<p>Calgary Homeless Foundation calgaryhomeless.com Calgary</p>	<p>Bringing the Homeless Charter to Police and Health: Frontline emergency responders and other professionals in Calgary will have an increased understanding of human rights issues relating to people experiencing homelessness. People with lived experience of homelessness will develop and deliver training on the Homeless Charter of Rights to police, emergency medical staff and other public service organizations. A longitudinal evaluation of the Homeless Charter of Rights and the associated training will assess the effectiveness of these programs in decreasing the discrimination perceived by people experiencing homelessness.</p>	<p>\$21,500</p>
<p>Calgary Immigrant Educational Society www.immigrant-education.ca Calgary</p>	<p>Indigenous Voices in the Classroom (IVC): Language Instruction for Newcomers to Canada (LINC) educators will increase their capacity and confidence in integrating Indigenous issues of reconciliation into the classroom environment. Teachers from several Calgary immigrant-serving agencies will build their understanding of Indigenous people with the support of local Indigenous knowledge keepers. Curriculum materials built around first-person Indigenous stories and experiences will be developed for LINC English language learners.</p>	<p>\$63,300</p>
<p>Centre for Newcomers of Calgary www.centrefornewcomers.ca Provincial</p>	<p>Alberta Welcoming Leadership Coalition: Alberta immigrant and refugee settlement agencies will increase their understanding of human rights issues when factors like gender identity, sexual orientation and culture intersect. Organizations that support LGBTQ+, newcomers, and diversity within Calgary and Edmonton will be involved in resource creation and project implementation. Organizational learning assessments, an intersectional audit tool, curriculum, and online resources will be developed.</p>	<p>\$92,000</p>
<p>Chartered Professionals in Human Resources of Alberta Association www.cphrab.ca Provincial</p>	<p>Best Practices Toolkit for Prevention and Investigation of Workplace Harassment and Bullying: Human resources professionals and Alberta employers will gain awareness of best practices to prevent, investigate and address harassment and bullying incidents in the workplace. A literature review and focus groups involving human resources professionals will inform/guide the content developed for the toolkit.</p>	<p>\$50,000</p>

Organization	Project Summary	Grant Amount
<p>CommunityWise Resource Centre www.communitywise.net Calgary</p>	<p>Building Accountability to Indigenous Communities: Non-profit organizations and grassroots groups will be more accountable and responsive to Indigenous communities in Calgary. Through the feedback from an Indigenous Advisory Group that will be established as part of this project, organizations will evaluate the inclusiveness of their own boards, staff, and policies. A resource that documents lessons learned in building accountability to Indigenous communities will be developed and shared.</p>	<p>\$20,100</p>
<p>Creating Hope Society www.creatinghopesociety.ca Edmonton</p>	<p>Planting the Seed of Change Within: Organizations in the Edmonton area will develop a shared vision of reconciliation between Indigenous and non-Indigenous Peoples. This will be facilitated through a series of workshops and sharing circles that are informed by Indigenous historical cultural learnings and practices. A number of resources will be developed, including an Indigenous workshop framework, sharing circles methodology, community reconciliation resources, and an organizational reconciliation action-planning guide.</p>	<p>\$46,900</p>
<p>MacEwan University www.macewan.ca Provincial</p>	<p>The Common Ground Podcast: This project aims to improve Albertans' understanding of hate and its impact on individual and collective identities. Interviews will be conducted with white supremacist representatives, organizations preventing and addressing hate, and individuals identifying as Indigenous, a newcomer, a sexual or gender minority, or a religious minority. These interviews and discussions documenting the polarizing viewpoints on hate and identity will be hosted on podcasts and made publicly available through the internet.</p>	<p>\$5,000</p>
<p>Multicultural Association of Wood Buffalo www.mcawb.org Wood Buffalo</p>	<p>Multicultural Connect: Cultural organizations will develop the skills necessary to research, report and act on discriminatory barriers that Wood Buffalo residents experience. Representatives from multicultural groups will be involved in meetings, information sessions, and workshops on human rights and equity issues. These groups will produce culturally relevant materials identifying how to combat racism and discrimination.</p>	<p>\$26,990</p>

Organization	Project Summary	Grant Amount
Tribal Chiefs Ventures www.tcvi.ca Edmonton	Reconciliation Engagement to Address Discrimination: This project aims to increase cross-cultural understanding and inclusion between the Indigenous and non-Indigenous communities in the Treaty 6 area. Workshops and forums will be held with both the members of First Nations reserves and the adjacent communities to build positive relations and address incidences of discrimination. First Nations and non-Indigenous communities will collaboratively develop strategic action plans that include the identification of strategies to counter discrimination and exclusion.	\$50,000
University of Lethbridge www.uleth.ca Lethbridge	Project in Post-secondary Campus in Lethbridge: Inclusive spaces for cross-cultural engagement will be developed on two Lethbridge post-secondary campuses. A series of dialogues and consultations on intersectional racism, as well as training workshops on rights, equity, and diversity, will be conducted on campuses. Resource materials relating to why 'space matters' for inclusion, as well as an equity map of services, programs, and activities on campus, will be developed.	\$17,620
Universal Rehabilitation Service Agency (URSA) www.ursa-rehab.com Calgary	Brain Injury Peer Support: Brain injury survivors and individuals with developmental disabilities in Calgary will increase their ability to self-advocate on issues of discrimination and to integrate within their community. A peer support mentorship program and curriculum will be developed and implemented.	\$8,700

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Community Inclusion Grants

9 Approved Grants – Total \$86,560

Municipality	Project Summary	Grant Amount
Chestermere, City of www.chestermere.ca	Celebrating Diversity in Chestermere: This project will increase capacity amongst Chestermere’s city council, municipal staff, and community members to build and maintain a welcoming and inclusive community. Elected officials, city staff, and residents will be engaged through a number of educational initiatives that will build support for Chestermere joining the Canadian Coalition of Municipalities against Racism and Discrimination (CCMARD).	\$8,000
Cochrane, Town of www.cochrane.ca	Bridge Building: This project will increase Cochrane residents’ knowledge of Alberta's Indigenous history, while also developing stronger relationships with local Indigenous partners. Town staff, local Indigenous knowledge keepers, Rotary Club members, and subject matter experts will collaboratively develop Indigenous educational materials and curriculum.	\$10,000
Fort Macleod, Town of https://fortmacleod.com/	Working on a Better Fort Macleod through Inclusion: This project will increase the community’s awareness of and capacity to deal with issues related to diversity and inclusion in the Town of Fort Macleod. Citizens will be engaged through dialogues and learning opportunities in exploring the community’s diversity and understanding of racism and discrimination.	\$10,000
Grande Prairie, City of www.cityofgp.com	City of Grande Prairie Diversity Training Initiative: This project will increase staff awareness and knowledge around inclusion and diversity within the City of Grande Prairie. Diversity and inclusion training modules will be developed and delivered to municipal employees, including contract staff, as well as external stakeholders. This broad scope audience will develop a common language and build skills to increase access and inclusion. Training and practitioner plans will be developed.	\$10,000

Municipality	Project Summary	Grant Amount
Lethbridge, City of www.lethbridge.ca	Building Bridges: Community Action Plan 2020-2030: The City's Coalition of Municipalities Against Racism and Discrimination (CMARD) Committee will update the City of Lethbridge's previously approved Building Bridges Community Action Plan 2011-2021. Consultations will be conducted with internal and external stakeholders. A revitalized new ten-year plan will include an environmental scan of best practices, evaluation tools, and a community plan related to inclusive and diversity issues.	\$9,560
Medicine Hat, City of www.medicinehat.ca	Identifying Equity and Inclusion Needs in Medicine Hat: Through this project, diverse communities and municipal staff will build a greater understanding of and capacity to address the equity and inclusion needs in Medicine Hat. Municipal staff will attend and participate in community events and solicit input around equity and inclusion challenges and needs. Workshops, videos, and awareness campaigns will be developed.	\$10,000
Stony Plain, Town of www.stonyplain.com	Volunteers Catalyzing Inclusion: Engaging Community Assets: This project will increase community capacity to build and maintain an inclusive Stony Plain. Citizens, including those at risk of exclusion, community organizations, volunteers, and elected officials, will engage with one another through dialogues. Public awareness and education campaigns will help garner support from the community for Stony Plain to join the Canadian Coalition of Municipalities against Racism and Discrimination (CCMARD). The Alberta Urban Municipalities Association's Municipal Evaluation Measuring Inclusion tool will be used to evaluate the project.	\$10,000
Vegreville, Town of www.vegreville.com	Creating a Welcoming Community: A strategic plan will be developed that will guide the Town of Vegreville in identifying and overcoming barriers to inclusion. This plan, containing strategies, objectives, and measurable outcomes for success, will link to the Town's overarching Strategic Plan and be submitted to council for approval.	\$9,000
Wood-Buffalo, Regional Municipality of www.rmwb.ca	Diversity & Inclusion Employee Census 2019: This project will increase Wood Buffalo municipal staff and employees' awareness of discrimination, recognition of the need for diversity in the workforce, and understanding of systemic barriers in the workplace. An employee census will be conducted with all municipal employees, gathering information on demographics, experiences of	\$10,000

	discrimination, drivers of retention, and sense of belonging. The results will be used as baseline data to inform next steps for inclusion initiatives within the municipality.	
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<p>Access and Equity Grants</p> <p>6 Approved Grants – Total \$160,000</p>
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Organization or Municipality	Project Summary	Grant Amount
<p>Blood Tribe Tribal Government www.bloodtribe.org</p>	<p>Addressing Racism in the Blood Tribe/Kainai Area: This project will create awareness, knowledge, and understanding of the effects of racism and provide the capacity for community members and policy-makers to address racism and empower allies and advocates to combat racism. The Blood Tribe First Nation will lead circle dialogues and survey its members and eight of its municipal neighbours in order to understand the underlying causes of racism against Indigenous people in southern Alberta and its impact. A report with recommendations will be developed and shared with all stakeholders.</p>	<p>\$110,000</p>
<p>Action Dignity Calgary www.actiondignity.org</p>	<p>Calgary Equity Lab: The Equity Lab project will increase relationships and support information dissemination and collaboration between different equity-seeking groups, organizations, and individuals in the Calgary region. This will be done by bringing together stakeholders for cross learning, collaboration, and knowledge sharing. Through these processes, documents mapping equity-focused networks, as well as assets and regional protocols to address hate incidents, will be developed.</p>	<p>\$10,000</p>
<p>Lethbridge Youth Foundation Lethbridge www.youth.ab.ca</p>	<p>Lethbridge Response Model to Acts of Hate and Discrimination with the Community: This project will increase the capacity of Lethbridge and area residents to collectively address incidents of hate and discrimination in their communities. Workshops drawing on the Commission’s “Your Voice” report will be facilitated across the community. Key community members will develop a response model to address hate incidents in an immediate and effective manner.</p>	<p>\$10,000</p>

Organization or Municipality	Project Summary	Grant Amount
REACH Edmonton Edmonton www.reachedmonton.ca	Journey Maps: Education to Equity: The Journey Maps project will increase understanding and knowledge of how front-line service providers respond effectively to clients who report hate crimes/incidents, discrimination, and racism. A new educational tool of defining and understanding these issues and how to best respond to them will be co-designed by Edmonton community stakeholders. Journey Maps (visual representation) of hate crime response and educational tools will be developed for service providers.	\$10,000
Red Deer, City of Red Deer www.reddeer.ca	RADAR (Red Deer Against Discrimination and Racism): The RADAR project will increase the capacity of communities in the Red Deer area to collaboratively respond to hate, address incidents in a timely and effective manner, and support survivors. Social innovation labs and workshops will be utilized to gather information and inform stakeholders. A hate response model template will be developed, along with a training guide and videos.	\$10,000
Wood-Buffalo, Regional Municipality of Wood-Buffalo Region www.rmwb.ca	Community-based Response Model to Acts of Discrimination, Racism and Hate: This project will increase the capacity of communities in the Wood Buffalo area to collaboratively respond to discrimination and hate, address incidents in a timely and effective manner, and support survivors. Social innovation labs will be held to collaboratively develop a response model. Community partners will be trained on implementing the response model. A social innovation lab report, as well as a hate crime response model and training guide, will be developed.	\$10,000

SUMMARY SUPPORT TO COMMUNITIES		
14	Human Rights Project Grants	\$498,010
9	Community Inclusion Grants	\$86,560
6	Access and Equity Grants	\$160,000
29	Grants Approved in 2018-19	Total: \$744,570