

Anti-Racism Directorate,
Ministry of Citizenship and Multiculturalism

Anti-Racism Anti-Hate Grant Program (ARAH)

Call for Applications Guidelines

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Background

In July 2020, the provincial government announced a \$1.6 million investment over two-years to create a new Anti-Racism Anti-Hate (ARAH) Grant Program, starting in 2021-22.

Led by the Anti-Racism Directorate (ARD), the Grant program focuses on supporting community-led initiatives that will increase public education and awareness on the impact of racism, in all of its many forms.

As part of the ARAH Grant Program, the ARD collaborated with community partners to hear from those most adversely impacted by racism and hate and worked in partnership to shape the focus of the program. The ARD will continue to establish and strengthen relationships with First Nations, Inuit, Métis and urban Indigenous leaders and organizations to seek input and advice on the continued delivery of the Grant Program as it relates to anti-Indigenous racism initiatives.

Racism and hate have no place in Ontario. We have a responsibility to speak up and act. This Grant Program is part our ongoing commitment to address this deeply rooted systemic issue and to promote racial equity in the province.

Program Categories

Consistent with what we heard from community members across the province, the ARAH Grant Program will contribute to improving outcomes for those facing racism and hate by funding public education and awareness projects that **focus on one of the following three categories**:

1. Building Capacity

Projects in this category build organizational/community capacity to recognize and act to prevent occurrences of racism and hate, and support delivery of culturally-responsive services to individuals and families that are adversely impacted.

Projects can include (but are not limited to), developing and providing access to training, tools, job aids, courses and workshops, organizational change management, embedding culturally responsive community services, etc.

2. Growing Community

Projects in this category aim to create opportunities for cross-cultural dialogues, increasing access to services, information and advice concerning experiences of racism and hate in communities.

Projects can include (but are not limited to), strategic partnerships that develop active allyship and have collective impact, convening events and working groups, sharing best practices and intersectional experiences, awareness campaigns, establishing coalition of organizations and individuals that support addressing systemic racism, etc.

3. Deepening Understanding

Projects in this category strengthen the voice of those impacted by racism and hate incidents to help increase understanding of systemic disparities and challenges faced by these communities.

Projects can include (but are not limited to), qualitative and quantitative data collection efforts or research around incidents of racism and hate, culturally safe reporting, countering the narrative through storytelling, raising awareness and addressing gaps in data reporting, etc.

Applicants should identify in their application which category their proposed project aligns with.

Only **one** application may be submitted per applicant.

Program Principles

In addition to program categories, ARAH Grant will fund projects that integrate and consider the key principles below. Principles are informed by the unique and common experiences of racism and hate across all racialized communities.

Applicants should demonstrate how their proposed projects **align with one or more of these principles:**

- **Culturally-Responsive:** The project is culturally-responsive to communities and promotes revitalization of and connection to community and culture through a person-centered and whole systems approach.
- **Strength-based:** The project not only focuses on the needs and issues that communities are facing but the inherent strength of the community is used to mitigate some of the issues.
- **Trauma-informed:** The project uses an approach to support communities impacted by racism and hate incidents, that reflects an understanding of racial and colonial trauma, and its impact on those who experience it.

Funding Amount

The total funding for the ARAH Grant Program is \$1.6 million over two-years starting in 2021-22.

In response to what we heard from communities, there is a need to support partnerships/collaborations, work across Indigenous and racialized communities, and to support small community-based, community-led organizations. The ARAH Grant Program will have two unique funding tiers.

The program categories and principles described above are the same for both tiers.

Specifically, eligible organizations (see pages 8 and 9 for eligibility criteria) must **apply to one of the following tiers:**

TIER 1: Partnership Development/Enhancement Projects

Total funding of \$600,000 with a maximum of **\$100,000** per project.

Description:

- Eligible organizations will be funded based on applications that identify partnerships and a joint initiative that builds awareness or introduces change at a systemic level (e.g., a coalition of community organizations collaborate to develop/implement a framework on addressing hate incidents, etc.).

TIER 2: Independent Projects

Total funding of \$1 Million with a maximum of **\$40,000** per project.

Description:

- Eligible organizations will be funded based on applications that tackle public education and awareness at a local, population or issue-specific level (e.g., an initiative responding to rising incidents of online racism and hate, culturally responsive toolkit etc.).

Projects under both tiers must identify one category (Building Capacity, Growing Community or Deeping Understanding) and one or two principles (culturally responsive, strength-based and/or trauma-informed).

All project activities funded by the ARAH program must be completed by December **2023**.

Demonstrating Impact

In alignment with the program categories the Anti-Racism Directorate (ARD) has identified outcomes and indicators to ensure that funded projects contribute to the intended goals of the ARAH Grant Program and have an impact.

Program outcomes and indicators that must be described in your application include:

| Outcomes | Indicators |
|---|---|
| <p>Outcome #1: Increase an organization’s and/or frontline workers’ capacity and/or competency in supporting individuals and families impacted by racism and hate incidents.</p> | <p># of frontline staff trained.</p> <p># of tools developed to support and maintain frontline staff capacity and/or competency in supporting individuals and families impacted by racism and hate incidents.</p> |

| Outcome | Indicators |
|--|---|
| | <p>% change in frontline worker knowledge in areas that enhance their abilities to support individuals and families impacted by racism and hate incidents.</p> <p>% change in support for community members given enhanced frontline staff capacity to support individuals and families impacted by racism and hate incidents.</p> <p>Qualitative feedback regarding change/enhancements in practice/behaviour among frontline staff in supporting individuals and families impacted by racism and hate incidents.</p> <p>Qualitative feedback regarding change in support for community members given enhanced frontline capacity to support individuals and families impacted by racism and hate incidents.</p> |
| <p>Outcome #2: Increase access to information, resources, and opportunities for Ontarians to learn, discuss and address the causes and consequences of racism and hate.</p> | <p># of resources developed to support learning/discussion on the impacts of racism and hate on communities.</p> <p># of opportunities planned/provided to convene and discuss/address causes and consequences of racism and hate.</p> <p>% change in participant awareness of systemic racism.</p> <p>% change in participant awareness regarding the causes and consequences of racism and hate.</p> <p>Qualitative feedback regarding accessibility and usefulness of information and resources provided to support learning around the causes and</p> |

| Outcome | Indicators |
|---|--|
| | consequences of racism, systemic racism, and hate. |
| <p>Outcome #3: Increase participation of individuals, businesses, institutions etc. to collaboratively support and mobilize around anti-hate and anti-racism initiatives in their community.</p> | <p># of new and/or enhanced partnerships/collaborations developed as part of ARAH.</p> <p># of new and/or enhanced projects implemented by partnerships/collaborations developed and implemented as part of ARAH.</p> <p># of sectors (e.g. employment, housing, education, etc.) included in the partnerships/collaborations through ARAH</p> <p># of individual participants included in the partnerships/collaborations through ARAH.</p> <p># of community action plans developed as part of the partnership/collaboration, to address racism, systemic racism, and hate.</p> <p>Qualitative feedback on the impact of collaborative action to support anti-hate and anti-racism initiatives in the community.</p> |

For TIER 1 (Partnership Development/Enhancement Projects) applications please select the following:

- **Two or more** of the identified outcomes that your project will achieve; and
- **Two or more** of the identified indicators from each outcome selected
 - e.g., if outcome #1 and outcome #3 are selected, you must select two or more indicators from both outcome #1 and outcome #3.

For collaboration and partnerships, the roles and responsibilities of each partner organization must be clearly stated along with a brief description of how they are expected to impact delivery and outcomes.

For TIER 2 (Independent Projects) applications please select the following:

- **One or more** of the identified outcome(s) that your project will achieve; and
- **One or more** of the identified indicator(s) from each outcome selected
 - e.g., if outcome #2 is selected, you must select one or more indicator(s) from outcome #2.

In addition to the identified outcomes above, applicants must also report on at least one additional community developed outcome (i.e., project-specific outcomes established by the applicant) that they feel are important to properly represent the impact of their project. Applicants must also include at least one indicator for each additional outcome.

Please ensure that all outcomes and indicators (both ARD identified and community developed) are closely aligned with project activities, and that the application describes how your project will collect, analyze and report back on data illustrating the achievement of these outcomes.

Eligibility Criteria

Eligible applicants

For both tiers, the following organizations are eligible to apply for funding:

- Community-based, not-for-profit organizations
- First Nations
- Tribal Councils
- Provincial Territorial Organizations
- Indigenous not-for-profit organizations

Applicants are not excluded from applying if they have received other government grants for separate purposes (e.g. Safer and Vital Communities Grant, Student and Family Advocate Grant etc.).

A community-based, not-for-profit organization and an Indigenous not-for-profit organization that is not incorporated must be sponsored by an incorporated organization and must submit a letter of confirmation and proof of incorporation from their sponsor with their application. This letter must specify the sponsoring organization's commitment to enter into a contractual agreement with the Ministry on behalf of the applicant.

Ineligible Applicants

For **both tiers**, the following organizations are **not eligible** to apply:

- For-profit corporations;

- Individuals;
- Municipalities, and/or
- District Social Services Administration Boards.

Applicants that fall into these categories may collaborate with eligible members on a project or apply as a part of a collaborative/partnership that includes at least one eligible member. The eligible member will be the lead applicant and will be responsible for fulfilling the obligations outlined in the funding agreement.

In addition to the above-mentioned criteria, other eligibility requirements for each funding tier include the following:

| | |
|---|---|
| TIER 1: Partnership development/ Enhancement | <ul style="list-style-type: none"> • The lead applicant of the partnership/collaboration must be incorporated. • Partnerships/collaborations must have at least two partner organizations involved (i.e., the lead organization and one partner organizations). |
| TIER 2: Independent Projects | <ul style="list-style-type: none"> • Partnerships are encouraged but not required. |

Eligible Costs

Eligible costs are budget items directly related to the project. Costs must be reasonable and necessary for the project’s successful implementation and completion and may include:

- Project staff and other operating costs (including cell phones, computers, internet).
- Research, planning and development (e.g., costs related to determining how to develop and implement the project).
- Production costs for resource development (e.g., graphic design, printing, translation into other languages, alternative formats for accessibility).
- Outreach (e.g., costs related to promotion, holding meetings or outreach events directly related to the project, costs related to participants attending events, etc.).
- Honoraria.
- ‘Net new’ project costs (e.g., costs for projects not existing prior to ARAH Grant Program funding) or incremental activity for existing projects.
- Administrative costs must be capped at 10 per cent of the subtotal (i.e., the total excluding the administrative costs). If the administrative costs exceed this amount, they will automatically be reduced to 10 percent of the project’s subtotal.

Ineligible Cost

The following will not be covered:

- Annual general meetings, budget deficits, and/or membership fees.
- Fundraising activities, committee and political meetings, or religious activities.
- Costs covered by other funding sources or other government funding.
- Contingency or unexplained miscellaneous costs.
- Costs not specifically related to the project.
- Activities that take place outside of Ontario.
- Portion of Harmonized Sales Tax (HST) costs that are refundable.
- Any other costs deemed ineligible by the Ministry.

Application Assessment Criteria

| Criteria (Total points: 100 points) | Tier 1 Partnership Development/ Enhancement | Tier 2 Independent Projects |
|---|---|--|
| 1. Proposed Initiative <ul style="list-style-type: none"> • The application provides a clear summary of the proposed project objectives. • The application provides a clear description of the proposed project, including clear activities, outputs and outcomes that demonstrate how the project will positively impact the community. • The applicant clearly outlines the population and/or community that will be served by the proposed project, and how they will benefit from project. • The application outlines how the proposed project aligns with the ARAH category and principles. • The application provides clear examples of how the ARAH scope and principles inform the design and implementation of the initiative. • The proposed project identifies possible risks (including any associated with COVID-19) and appropriate mitigation strategies. | 40% | 40% |
| 2. Collaboration and Partnerships <ul style="list-style-type: none"> • The applicant clearly outlines the experience/knowledge of each partner working to address racism and hate. • The proposed project creates, builds on, or strengthens strategic partnerships and increases the capacity to serve and advocate for the needs of the target population(s)/beneficiary communities. • Roles and responsibilities of all partners involved in the proposed project are clearly listed along with an outline of how they are expected to impact and/or enhance intended outcomes. • The project considers how partnerships and collaboration will be maintained over the course of the project. • The applicant provides at least one letter of support from a partnering organization that confirms: | 20% | N/A |

| Criteria (Total points: 100 points) | Tier 1 Partnership Development/ Enhancement | Tier 2 Independent Projects |
|--|---|--|
| <ul style="list-style-type: none"> ○ The partners' involvement, role, and capacity to address address racism and hate; and ○ the role the partner will play in the development and/or delivery of the project. | | |
| 3. Applicant Experience <ul style="list-style-type: none"> • Applicant clearly outlines their experience/knowledge working with community in addressing racism and hate. • Applicant provides 2 letters of reference from community-led organizations or community members which identifies the following elements: <ul style="list-style-type: none"> ○ Their connection to the local community; and ○ their ability and support to implement the proposed project. | N/A | 20% |
| 4. Applicant Organization and Capacity <ul style="list-style-type: none"> • Applicant provides a clear overview of their organization, including mandate, services and staff complement. • Applicant demonstrates experience/capacity to deliver initiatives aligned with the ARAH focus areas. • Applicant demonstrates knowledge of – and connection to – relevant resources and supports to achieve proposed project objectives. | 10% | 10% |
| 5. Workplan and Activities <ul style="list-style-type: none"> • The workplan clearly outlines project activities, and a plan to evaluate the impact of these activities. • The timelines within the workplan are reasonable and achievable. • The application takes into account challenges to project timelines (e.g., challenges resulting from COVID-19) and mitigation plans. • The application outlines a plan for knowledge transfer to support this work beyond the project term. | 15% | 15% |

| Criteria (Total points: 100 points) | Tier 1 Partnership Development/ Enhancement | Tier 2 Independent Projects |
|---|---|--|
| 6. Measurement and Reporting <ul style="list-style-type: none"> • The proposal describes how the proposed project will measure the achievement of the identified outcome(s). • The proposal identifies at least one additional community developed outcome (i.e., project-specific outcomes established by the applicant) to properly represent the impact of the proposed project and includes <u>at least one</u> indicator for all additional outcomes. | 10% | 10% |
| 7. Budget <ul style="list-style-type: none"> • The application contains a realistic budget that reflects all proposed activities and deliverables and includes a description for each proposed budget item. • Budget does not exceed the total funding available for the proposed project. | 5% | 5% |

Application Process

What you need to know before you apply:

Before completing your Anti-Racism Anti-Hate Grant Program application, please read the Call for Applications guidelines for important information.

Please use the Application Form to complete the application. Please abide by the word limits indicated in the form.

Key dates:

- Call for Applications release date: September 28, 2021
- Information Sessions (see Support for applicants):
 - English: October 5, 2021 | 10:00 am – 12:00 pm Eastern Daylight Time (EDT)
 - French: October 6, 2021 | 10:00 am – 12:00 pm Eastern Daylight Time (EDT)
 - English: October 12, 2021 | 2:00 pm – 4:00 pm Eastern Daylight Time (EDT)
- Application submission deadline: November 15, 2021 11:59 pm Eastern Daylight Time (EDT)
- Announcement of successful applications: December 15, 2021

Submitting an Application

Applications for the ARAH Grant program, including supporting materials must be submitted no later than November 15, 2021 at 11:59 pm Eastern Daylight Time (EDT).

All elements of the application, including required attachments, must be completed and submitted. Websites and links added to the applications will not be used in assessing the application, please provide all pertinent information in the application.

See below for a checklist before sending in your application:

| | |
|--|--|
| Tier 1: Partnership development/ Enhancement | <ol style="list-style-type: none">1. One completed application form.2. Proof of Incorporation documents.3. Letter(s) of support from at least one partnering organization. |
| Tier 2: Independent Projects | <ol style="list-style-type: none">1. One completed application form.2. Proof of Incorporation documents for applying organizations with charitable status.3. Letter of confirmation and proof of incorporation for sponsoring organizations4. Two letters of reference. |

Please submit your application by email to: ARAHGrant@ontario.ca. Submissions that are late, incomplete or not accompanied by the required documents will not be considered for funding. No exceptions will be permitted.

Anti-Racism Directorate staff will acknowledge the receipt of your submission, either through an email response or an automatic reply message within five business days. Please follow up if you do not receive the confirmation.

Support for Applicants

Anti-Racism Directorate staff will be offering support to assist applicants with questions. This includes hosting Information Sessions to help applicants understand the application process, provide support with completing the application forms, and understand requirements including eligibility.

Information Sessions will be held:

English | October 5, 2021 | 10:00 am – 12:00 pm Eastern Daylight Time (EDT) | Register by emailing ARAHGrant@ontario.ca

French | October 6, 2021 | 10:00 am – 12:00 pm Eastern Daylight Time (EDT) | Register by emailing ARAHGrant@ontario.ca

English | October 12, 2021 | 2:00 pm – 4:00 pm Eastern Daylight Time (EDT) | Register by emailing ARAHGrant@ontario.ca

Appendix A: Application Checklist

To be sure that your application meets the eligibility requirements and is reviewed in its entirety, please **review this checklist** carefully:

Have you:

| | |
|--------------------------|---|
| <input type="checkbox"/> | Completed the Application Form including all relevant tables. * Eligible file types include .doc, .docx, or .pdf. All other file types will not be reviewed. |
| <input type="checkbox"/> | Included Proof of Incorporation. If not incorporated: A community-based, not-for-profit organization and an Indigenous not-for-profit organization that is not incorporated must be sponsored by an incorporated organization and must submit a letter of confirmation and proof of incorporation from their sponsor with their application. This letter must specify the sponsoring organization's commitment to enter into a contractual agreement with the Ministry on behalf of the applicant. |
| <input type="checkbox"/> | Tier 1 – Provided a letter of support from at least one of your partnering organizations. |
| <input type="checkbox"/> | Tier 2 – Provided two letters of reference. |
| <input type="checkbox"/> | Reviewed the Call for Applications guidelines. |
| <input type="checkbox"/> | Planned to submit your application and all required attachments to ARAHGrant@ontario.ca , before November 15, 2021 11:59 pm Eastern Daylight Time (EDT). |
| <input type="checkbox"/> | After sending, double checked that email was delivered, with attachments. Anti-Racism Directorate staff will acknowledge the receipt of your submission, either through an email response or an automatic reply message within five business days. |

Appendix B: Glossary of Terms

This section includes a list of words used in the ARAH guidelines. The purpose of the definitions in this section to provide clarity in the context of the ARAH guidelines only and is not meant to be all-encompassing or definitive definitions.

Anti-Black racism¹

Anti-Black racism is prejudice, attitudes, beliefs, stereotyping and discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement and its legacy. Anti-Black racism is deeply entrenched in Canadian institutions, policies and practices, to the extent that anti-Black racism is either functionally normalized or rendered invisible to the larger White society. Anti-Black racism is manifest in the current social, economic, and political marginalization of African Canadians, which includes unequal opportunities, lower socio-economic status,

higher unemployment, significant poverty rates and overrepresentation in the criminal justice system.

Anti-Indigenous racismⁱⁱ

Anti-Indigenous racism is the ongoing race-based/colonial discrimination, negative stereotyping, and injustice experienced by Indigenous Peoples within Canada. It includes ideas and practices that establish, maintain and perpetuate power imbalances, systemic barriers, and inequitable outcomes that stem from the ongoing legacy of colonial policies and practices in Canada.

Systemic anti-Indigenous racism is evident in discriminatory federal policies such as the Indian Act and the residential school system. It is also manifest in the overrepresentation of Indigenous peoples in provincial criminal justice and child welfare systems, as well as inequitable outcomes in education, well-being, and health. Individual lived-experiences of anti-Indigenous racism can be seen in the rise in acts of hostility and violence directed at Indigenous people.

Antisemitismⁱⁱⁱ

Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.

Coalition^{iv}

Coalition is the denotation for a group formed when two or more people, agree to work together temporarily in a partnership to achieve a common goal. A Coalition could include Individuals and organizations representing a wide range of sectors and power bases.

Collaboration^v

Collaboration is a process where police services and agencies, communities, groups and individuals work together and share a common purpose. These relationships are mutually beneficial and involve co-development of an initiative, including design, delivery and implementation.

Collaborators generally need to gain something from the process. The intent is that through collaboration each entity will be stronger, more resilient and efficient, including:

- have a unified voice to influence policy and bring change
- have access to creative, financial, technical and human resources
- limit duplication
- share knowledge
- be able to accomplish more
- be mutually beneficial

Colonialism^{vi}

Colonialism is the historical practice of European expansion into territories already inhabited by Indigenous peoples for the purposes of acquiring new lands and resources. This expansion is rooted in the violent suppression of Indigenous peoples' governance, legal, social and cultural structures. Colonialism attempts to force Indigenous peoples to accept and integrate into institutions that are designed to force them to conform with the structures of the colonial state. Colonialism remains an ongoing process, shaping both the structure and the quality of the relationship between settlers and Indigenous peoples.

Culturally-Responsive^{vii}

The project is culturally-responsive to communities and promotes revitalization of and connection to community and culture through a person-centered and whole systems approach.

Islamophobia^{viii}

Islamophobia is racism, stereotypes, prejudice, fear, or acts of hostility directed towards individual Muslims or followers of Islam in general. In addition to individual acts of intolerance and racial profiling, Islamophobia can lead to viewing and treating Muslims as a greater security threat on an institutional, systemic, and societal level.

Intersectionality^{ix}

Intersectionality is the way in which people's lives are shaped by their multiple and overlapping identities and social locations, which, together, can produce a unique and distinct experience for that individual or group, for example, creating additional barriers, opportunities, and/or power imbalances.

In the context of race and Indigenous identity First Nations, Inuit and Métis identities, this means recognizing the ways in which people's experiences of racism or privilege, including within any one group, may vary depending on the individual's or group's relationship to additional overlapping or intersecting social identities, like religion, ethnic origin, gender, age, disabilities or citizenship and immigration status.

An intersectional analysis enables better understanding of the impacts of any one particular systemic barrier by considering how that barrier may be interacting with other related factors.

Lead Organization

The lead organization is the signing organization on the government funding agreement to deliver services under the ARAH Grant Program. Lead applicant must take full responsibility for fulfilling all obligations set out in the funding agreement.

Partner(ship)^x

Partners are communities and agencies that work regularly together, and have a mutually-beneficial and strong working relationship. See definition of Collaboration.

Partnership involves a respectful and mutually beneficial relationship between police services, local organizations, agencies, Indigenous-led organizations and/or Indigenous communities. A partnership should be negotiated and agreed upon with respect to every new initiative and changes that occur in any context.

Partner Organizations

Partner Organizations are agencies that play a co-leadership, collaborative or supportive role in the delivery of services outlined in the government funding agreement. Partner organizations may have formal or informal agreements with each other and/or the lead organization that may be outlined in a Memorandum of understanding (MOU) or other contract. The Ministry would not have a contractual relationship with any partner organization.

Race^{xi}

Race is a term used to classify people into groups based principally on physical traits (phenotypes) such as skin colour. Racial categories are not based on science or biology but on differences that society has created (i.e. “socially constructed”), with significant consequences for people’s lives. Racial categories may vary over time and place and can overlap with ethnic, cultural or religious groupings.

Racialized (person or group)^{xii}

Racialized persons and/or groups can have racial meanings attributed to them in ways that negatively impact their social, political, and economic life. This includes but is not necessarily limited to people classified as “visible minorities” under the Canadian census and may include people impacted by antisemitism and Islamophobia.

Racism^{xiii}

Racism includes ideas or practices that establish, maintain or perpetuate the racial superiority or dominance of one group over another.

Sponsoring Organization

A sponsoring organization is an incorporated organization that can qualify to be an eligible applicant itself and has agreed to enter into a contractual agreement with the Ministry on behalf of the applicant.

Strength-based^{xiv xv}

Focusing on the positive attributes of a person or group, rather than the negative ones. Strength-based approach not only examines the individual but also the individual’s environment. For example, in the strength-based approach, it looks at how systems are

set up, especially where power can be out of balance between a system or service and the people it is supposed to serve.

Systemic racism^{xvi}

Systemic racism consists of organizational culture, policies, directives, practices or procedures that exclude, displace or marginalize some racialized groups or create unfair barriers for them to access valuable benefits and opportunities. This is often the result of institutional biases in organizational culture, policies, directives, practices, and procedures that may appear neutral but have the effect of privileging some groups and disadvantaging others.

Trauma-informed^{xvii}

A trauma-informed framework or approach recognizes the widespread impact of trauma and understands potential paths for recovery. This can include: an awareness of the prevalence of violence and trauma; an understanding of trauma's impact on physical, emotional, and mental health; an understanding that current programs, policies or service delivery systems can retraumatize individuals and seeks to reduce the risk of re-traumatization. It recognizes that experiences of violence can also be systemic and that for many marginalized populations, discrimination and systemic violence are everyday experiences. As such, it essential that a trauma-informed approach or framework address: racism, colonialism, and homo/transphobia

ⁱ Ontario's anti-racism strategic plan, Terminology, <https://www.ontario.ca/page/ontarios-anti-racism-strategic-plan#section-8>

ⁱⁱ Data Standards for the Identification and Monitoring of Systemic Racism <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>

ⁱⁱⁱ International Holocaust Remembrance Alliance (IHRA)

^{iv} Coalition Building I: Starting a Coalition <https://ctb.ku.edu/en/table-of-contents/assessment/promotion-strategies/start-a-coalition/main>

^v Ministry of Agriculture, Food and Rural Affairs, <http://www.omafr.gov.on.ca/english/nfporgs/collaboration.htm>

^{vi} TRC Final Report, 2016 What We Have Learned: Principles of Truth and Reconciliation

^{vii} Adapted from National Center for Culturally Responsive Educational Systems

^{viii} Data Standards for the Identification and Monitoring of Systemic Racism <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>

^{ix} Data Standards for the Identification and Monitoring of Systemic Racism <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>

^x Public Safety Canada <https://www.publicsafety.gc.ca/cnt/cntrng-crm/plcng/brgnl-plcng/index-en.aspx>

^{xi} Ontario's anti-racism strategic plan, Terminology, <https://www.ontario.ca/page/ontarios-anti-racism-strategic-plan#section-8>

^{xii} Data Standards for the Identification and Monitoring of Systemic Racism <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>

^{xiii} Ontario's anti-racism strategic plan, Terminology, <https://www.ontario.ca/page/ontarios-anti-racism-strategic-plan#section-8>

^{xiv} Positive Psychology, <https://positivepsychology.com/strengths-based-interventions/>

^{xv} Strength Based Approach, <https://info.nicic.gov/sites/default/files/Strength-Based%20Approach.pdf>

^{xvi} Data Standards for the Identification and Monitoring of Systemic Racism <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>

^{xvii} Trauma Informed Care <https://traumainformedoregon.org/wp-content/uploads/2016/01/What-is-Trauma-Informed-Care.pdf>