



Equitable Pathways: Supporting BIPOC Grassroots Organizations in Accessing Federal Funding

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Land Acknowledgement

DIVERSEcity recognizes that our work takes place on the ancestral, traditional and unceded territories of the SEMYOME (Semiahmoo), q̓ičə́y̓ (Katzie), kwikwə́ləm (Kwkwetlem), q̓wɑ:ńləń (Kwantlen), qiqéyt (Qayqayt), x̓məθkwə́y̓əm (Musqueam) and the scəwaθən məsteyəx̓w (Tsawwassen) First Nations. The knowledge, traditions and ongoing contributions of these communities are significant in providing context to the work we do, and DIVERSEcity recognizes the importance that reconciliation has in building truly inclusive and strong communities.

About Us

As a registered charity in British Columbia since 1978, DIVERSEcity has been working relentlessly to connect people of all ages to inclusive, innovative, and culturally safe programs and services. We have been strengthening communities for more than 45 years by helping people build the life they want.

Our organization offers inclusive, multilingual services for all ages, including settlement assistance, language training, employment resources, community engagement opportunities, and mental health support.



How can larger settlement
organizations support small
BIPOC-Led Grassroots Organizations
Build their Capacity?

IRCC Funded Project: BIPOC Unified Inclusive Leading Development for South Fraser Project

Through DIVERSEcity's B.U.I.L.D.S. (BIPOC Unified Inclusive Leading Organization Development for South Fraser) Project, we are supporting grassroots BIPOC organizations to help grow their services and impact in the community by accessing Immigration, Refugees and Citizenship Canada (IRCC) federal funding.

It's about levelling the playing field for you to expand your reach in the settlement sector and focus on institutional growth and greater service delivery.



Project Scope

- A year-long pilot supporting **BIPOC-led grassroots organizations** in the South Fraser Region.
- This project addressed the need for equitable access to resources by leveling the playing field and strengthening the readiness of these organizations to apply for IRCC funding.
- B.U.I.L.D.S. amplifies the impact of these grassroots organizations to sustainably provide vital services and foster long-term growth and effectiveness in their communities
 - Building Capacity to obtain greater financial support, to grow their service delivery and organizational capacity.





Program Goals

- 1. Diversify IRCC-funded Services:** Enhance regional service delivery and quality
- 2. Level the Funding Arena:** Create accessible funding processes for underrepresented groups
- 3. Amplify BIPOC Leadership:** Through mentorship and skill-building

Spotlight: Kingdom Acts Foundation

Key strengths of this organization include:

1. **Social Justice Advocacy:** KAF actively addresses systemic injustices affecting Black, Indigenous, and People of Colour in Canada. The organization advocates for equity, diversity, and multiculturalism while engaging policymakers to reform policies that tackle these issues at their roots
2. **Culturally Responsive Early Learning Programs:** KAF offers Early Learning Child Care programs designed to meet the unique needs of BIPOC children and families. These programs are implemented with cultural sensitivity and hybrid strategies, addressing barriers like limited internet access and reluctance to engage with unfamiliar childcare settings
3. **Capacity Building and Community Integration:** Through initiatives such as skills training, mentorship, and settlement support for newcomers, KAF empowers marginalized communities to achieve resilience and independence. This work includes fostering multicultural understanding and supporting BIPOC artists and creators
4. **Grassroots Impact and Partnerships:** KAF collaborates with local leaders and organizations across British Columbia, Alberta, and Ontario to maximize its reach. Its successful programs, such as the Kid's Summer Camp, have gained recognition from local and federal representatives



Key Activities

- **Research & Needs Assessment:** Identify organizational strengths and barriers
- **Workshops & Clinics:** IRCC-focused clinics and learning sessions
- **Tool Development:** Templates, checklists, and resource guides
- **Webinars & Mentorships:** Topics like logic models, budget prep, and GBA+



Under the B.U.I.L.D.S. Program

- **Capacity Assessments:** Conducted comprehensive organizational assessments for 14 organizations to identify readiness for IRCC funding.
- **Workshops & Bootcamps:** Hosted capacity-building sessions on topics like logic models, budgeting, and federal funding applications.
- **Tailored Mentorship:** Delivered one-on-one coaching, leveraging Justice, Equity, Diversity, and Inclusion (JEDI) principles.
- **Tools & Resources:** Developed templates, cheat sheets, and a detailed Resource Guide for IRCC applications.
- **Webinars:** Delivered asynchronous webinars on essential topics such as GBA+ and community partnerships, budgeting, Indigenous Knowledge, Equity, Diversity, and Inclusion (EDI), Research/Data Collection, and Financial Management.
- **Networking:** Facilitated speed networking events and engagement with Local Immigration Partnerships (LIPs).



Project Implementation

Activity 1 Outreach Work

Activity 2 Tool Development

Activity 3 Coaching)

Activity 4 IRCC Clinics

Activity 5 Speed Networking Event

Activity 6 Lunch and Learn Events

Activity 7 Proofreading Applications

Activity 8 Community Engagement (Local Immigration Partnership Engagement)

Activity 9 Tool Development

Activity 10 Assessments

Activity 11 Implementation Plan

Activity 12 Developing "Cheat Sheets"

Activity 13 Strengthening Sessions

Activity 14 Asynchronous Recorded Webinars

Activity 15 Tool Development (Templates)

Activity 16 Final Report

About the Team:

- QRG has been operating in British Columbia since 2008, and is a well respected socio-economic, cultural, educational, health, and Diversity, Equity, and Inclusion consultancy.
- They have diverse and extensive experience in:
 - Anti-racist, anti-oppressive, and decolonizing approaches to research
 - Using a gender-based and intersectional lens (GBA+)
 - Community engagement practices that are aligned with cultural protocols



B.U.I.L.D.S. Project

The project has six main goals:

Goal 1: Assess the readiness and capacity of 20 participating organizations (Stream A and Stream B) to apply successfully for federal funding

Goal 2: Develop tailored and detailed capacity-building and strengthening plans for the 20 participating organizations

Goal 3: Provide customized coaching to the ten Stream B organizations

Goal 4: Review and offer feedback on grant application drafts for Stream B partners

Goal 5: Design and deliver four boot camps focusing on critical areas of improvement for the participating organizations

Goal 6: Create five short online modules to build and strengthen capacity in specific areas e.g., logic models, budgeting, equity, diversity and inclusion



Assessment: Understanding Capacity

- The QRG team pivoted to support organizations with information related to the IRCC CFP 2024 opportunity. To meet project objectives and support participating organizations with the I.R.C.C funding call QRG attended six I.R.C.C. webinars and provided document review of Settlement Narrative Report to align QRG reporting questions.
- QRG developed and shared electronic versions of the materials from our Capacity Strengthening Session with participating Organizations.
- One-on-One Check-ins with Organizations were scheduled by phone and Zoom sessions and focused on participating organizations.
- A survey to gather information to assess the current and future capacity of Stream A and Stream B organizations.
 - **The survey meets Goal 1 of the B.U.I.L.D.S. project focused on assessing the readiness and capacity of 20 participating organizations (Stream A and Stream B) to apply successfully for federal funding.**
 - Survey from October to 2023 and is ongoing as new organizations join the B.U.I.L.D.S project.



Assessment: Understanding Capacity

Capacity Building/Bootcamp Session	Date
Orientation to IRCC funding – in person	November 9, 2023
Orientation to IRCC funding – virtual	November 23, 2023
Orientation to IRCC funding – virtual	December 7, 2023
CFP Clinic: First Applicant Support	December 8, 2023
Mentorship Session	December 9, 2023
Mentorship Session	December 21, 2023
CFP Clinic: First Applicant Support	December 22, 2023
CFP Clinic: Project Descriptions and Objectives	January 5, 2023
CFP Clinic: Program Delivery and Budget Requirements	January 12, 2024
Get Document Ready	January 18, 2024
IRCC Clinic: Monitoring and Reporting	January 19, 2024
Mentorship Session	January 24, 2024
IRCC Clinic: Wrap Up	January 25, 2024

What We Heard

QRG has provided customized coaching to the ten Stream B organizations to enhance their eligibility and competitiveness for federal funding opportunities. These sessions meet several goals of the B.U.I.L.D.S project including:

Goal 2: Develop tailored and detailed capacity-building plans for the 20 participating organizations including:

- Creation of a mentoring task list for ten Stream B organizations.

Goal 3: Provide customized coaching to the ten Stream B organizations to:

- Enhance their eligibility and competitiveness for federal funding opportunities.



What We Heard

Goal 4: Review and offer feedback on grant application drafts for Stream B partners, including:

- Activity lists and budgets.

Goal 5: Design and deliver four boot camps focusing on critical areas of improvement for the participating organizations including:

- Boot camps that will provide an orientation on I.R.C.C. funding, grant applications, contribution agreements, reporting, and iCARE.



What We Heard

On-Line Modules

Goal 6: Create five short online modules to build capacity in specific areas including areas such as:

- Using research and data, and understanding the difference;
- Gender-Based Analysis + approach;
- Developing logic models;
- Using online resources;
- Other topics identified through capacity and engagement readiness assessment.



What We Heard

- 73% of participants reported that they have no knowledge with the purpose and conditions of a contribution agreement.
- The vast majority of participants (90%) reported that they have either no or little knowledge with Funding Streams/Programs (BC Settlement and Integration Services, Skills & Training).
- 73% of participants reported that they do not know the role of a Local Immigrant Partnership (LIP) to support the settlement sector. While 10% of participants indicated that they do know the role of a LIP.
- 73% of participants reported that they either have no or little experience using the iCARE database (or using databases more generally) while 27% indicated that they have some experience with iCARE and other databases.
- 64% of participants reported that they either have no or little experience setting up spreadsheets for service delivery tracking. Meanwhile 18% indicated that they have some experience and close to 20% consider themselves experienced (9%) and even experts (9%) setting up spreadsheets.



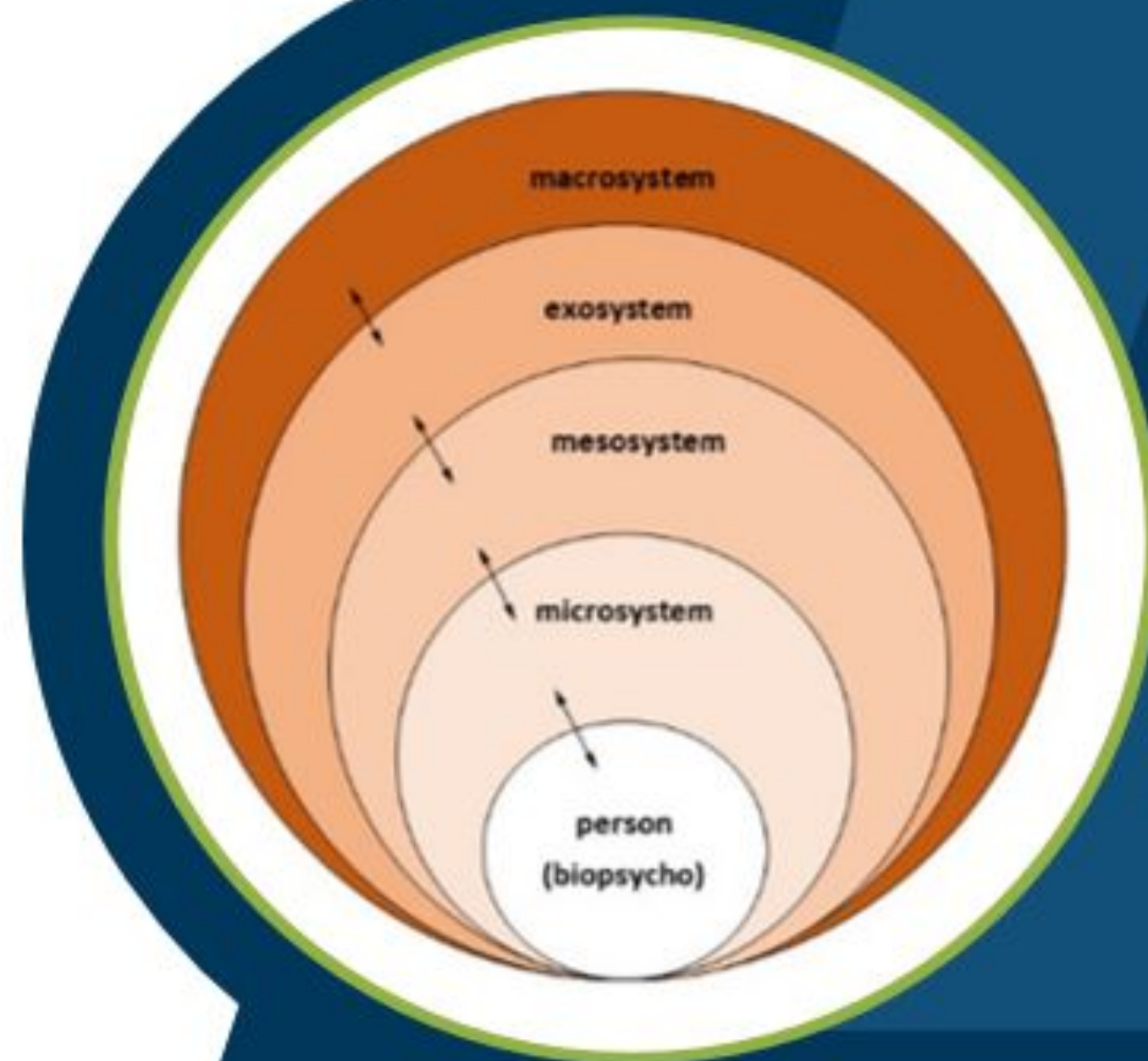
INDIVIDUALIZED AND CUSTOMIZED MENTORSHIP



Mentorship task list

Building and Strengthening Capacity

- The individual assessment indicated that participants need overall support and capacity building and strengthening.
- Given the vast majority of participants (90%) reported that they have either no or little knowledge with Funding Streams/Programs, today we will focus on building capacity by understanding the broad ecosystem, networking and developing partnerships
- Understanding where you are in the system is important to describing your rationale, purpose and fit within the ecosystem



PARTNERSHIPS

- Lead/Subcontract relationships
- Partnerships
- Documentation – LOU/MOU/Partnership Agreements
- Complementary services? Competitors?
- Values aligned? Mutuality?
- Trust, Transparency – term of partnership – together now, alone in future?
- Insurance coverage for partners
- Non-profit vs charitable status

Spotlight: International Refugees Support Foundation

Key strengths of this organization include:

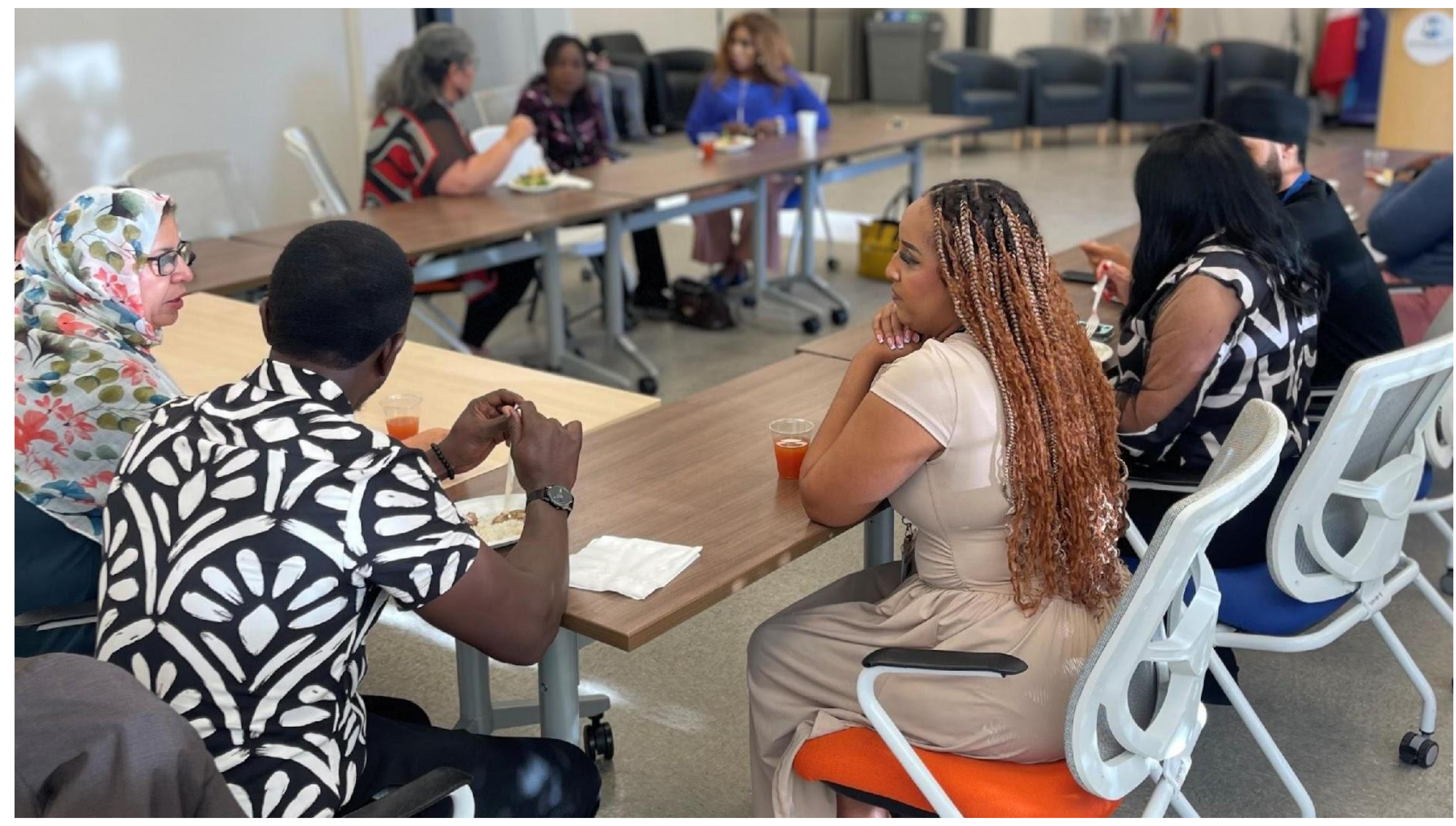
The International Refugees Support Foundation (IRSF) is a Canadian non-profit organization based in British Columbia. Inspired by Islamic principles of compassion and generosity, the IRSF helps refugees integrate into their new communities. Their efforts include:

- **Mission:** Supporting refugee families in their journey to rebuild lives in Canada, inspired by compassion and generosity.
- **Impact:** Assisted 800+ families and distributed over \$150,000 worth of relief goods.
- **Services:**
 - Providing essential items like food, groceries, clothing, and furniture to refugee families.
 - Supporting integration into local communities.
 - Offering sustainable solutions by repurposing furniture for families in need.
- **Vision:** Building stronger, self-sufficient refugee communities.



B.U.I.L.D.S. Speed Networking Event





B.U.I.L.D.S. Learn and Connect Sessions

Connect and Learn Session featuring Ana Maria, Manger of Burnaby Local Immigration Partnership and Tina Balachandran, Manager of Surrey Local Immigration Partnership



B.U.I.L.D.S. Connect and Learn Session

B.U.I.L.D.S. Connect & Learn Session

Presentation by:
Ana Maria, Manger of Burnaby Local Immigration Partnership
Tina Balachandran, Manager of Surrey Local Immigration Partnership

August 2, 2024

Watch on  YouTube



Connect and Learn Session featuring Ryan Drew, Director of Integrated Services at SUCCESS



B.U.I.L.D.S. Connect and Learn Session

B.U.I.L.D.S. Connect & Learn Session

Presentation by: Ryan Drew
Director of Integrated Services at SUCCESS

July 25, 2024

Watch on  YouTube



Challenges Faced

Compensation limitations:

- Participants expressed a need for grant opportunities
- Strict IRCC funding guidelines restricted how financial support could be allocated.

Time constraints for participants:

- Many participants were organizational leaders with full-time jobs, often serving as Executive Directors.
- Their involvement in the program required volunteering personal time, typically outside of regular work hours.

Scheduling challenges:

- The Program Manager (PM) conducted polls to identify convenient training times.
- Programming was scheduled during evenings and weekends to minimize conflicts with work commitments.

Diverse organizational stages:

- Organizations participating were at varying levels of development, requiring tailored support and resources.

Limited in-person interaction:

- Participants highlighted a need for peer-to-peer engagement due to the primarily virtual format of training sessions.
- Suggestions included incorporating more interactive and collaborative opportunities in future iterations of the program.

Recommendations

Provide Honorariums for Participation:

- Offer financial compensation to participants to address time and resource constraints, enabling greater inclusion and equity.
- Align honorarium provisions with frameworks like the Equity Stream in CFP 2024 to support organizations in accessing learning opportunities without sacrificing resources.

Host Workshops On-Site:

- Conduct mentorship and training sessions at participants offices to engage more staff members, creating a broader organizational impact.
- Foster a personalized learning environment where mentors can directly engage with the organization's culture and operations.

Increase Personalized, One-on-One Support:

- Expand individualized mentorship opportunities to address the unique needs and goals of each organization.
- Tailor coaching to help participants maximize their potential and overcome specific challenges.

Start with Small Grants Training:

- Begin capacity-building efforts with smaller, manageable grants to build participants' confidence and grant-writing experience.
- Gradually guide organizations toward larger federal opportunities, fostering a sustainable growth trajectory.

Improve IRCC Application Accessibility:

- Simplify application language and reduce documentation requirements to ease the process for grassroots organizations.
- Introduce flexible eligibility criteria, tiered application processes, and alternative submission formats like video or oral presentations.
- Ensure online platforms are user-friendly and compatible with assistive technologies to enhance accessibility for diverse applicants.

Strengthen Program Inclusivity and Impact:

- Incorporate participant feedback into future iterations to increase collaboration and peer-to-peer engagement.
- Prioritize strategies that address barriers for grassroots organizations, ensuring broader participation and capacity-building success.



Spotlight: Dignidad Migrante Society

Key strengths of this organization include:

Supporting Migrant Workers: Focused on helping Temporary Foreign Workers (TFWs) navigate their rights and gain equal treatment, safety, and opportunities in Canada.

Free Services: Over 70,000 TFWs supported in 18 years, offering 37 different services at no charge, including assistance with legal, medical, and employment-related challenges.

Vision for Dignity and Equality: Striving to create a world where Black, Indigenous, People of Color, and other migrant workers live and work with dignity, security, and freedom, while advocating against exploitation, abuse, and discrimination.

Key Values and Principles:

- *Mutual Help:* Support for one another through good and bad times.
- *Community Transformation:* Fostering personal and collective growth within communities.
- *Collective Voice:* Uniting TFWs to advocate for shared rights and obligations.

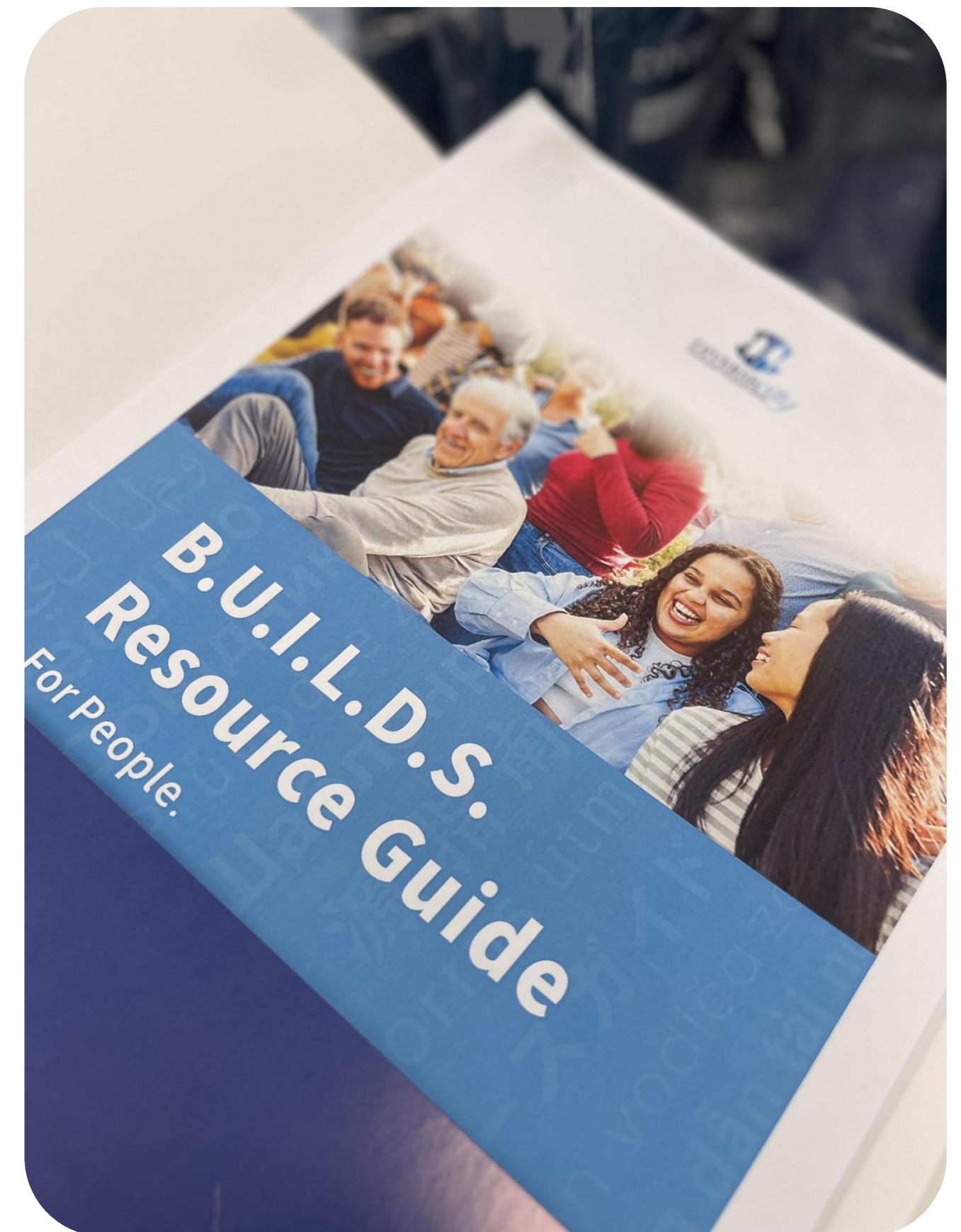
Transformational Initiatives: The organization facilitates Open Work Permits for workers fleeing abusive employers, connects individuals to mental health and trauma recovery services, and provides vital resources during emergencies.

Focus on Celebration and Resilience: Uses joy, humor, and cultural celebration as tools for healing and community-building.



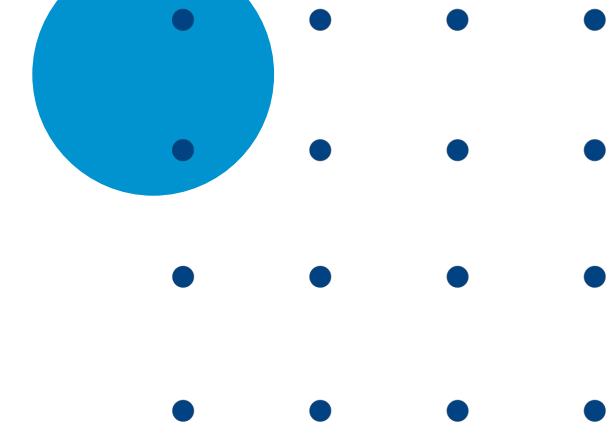
Program Impact

- **Increased Readiness:** 7 organizations applied for CFP 2024 funding
- **Capacity-Building Success:** 71% participant satisfaction, 57% found mentorship “extremely beneficial”
- Highlighted mentorship, budgeting, and proposal development as transformative areas of growth.
- Testimonials underscored the program's supportive environment and impact on organizational confidence.
- **Sector Collaboration:** Built strong inter-organizational connections and shared best practices.
- **Sustained Growth:** Provided tools for ongoing development and access to online resources for continuous learning.
- **Long-Term Benefits:** Enhanced organizational confidence and skill for federal applications

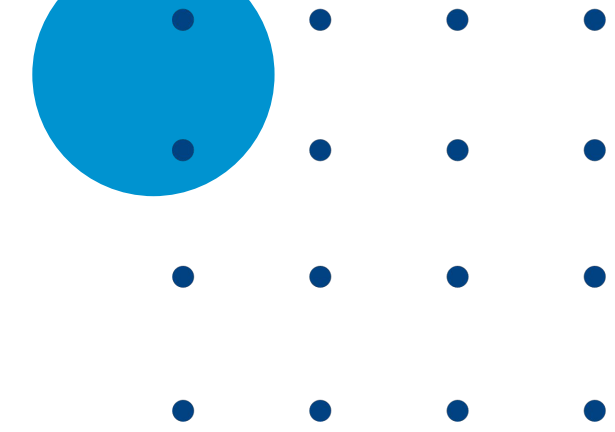


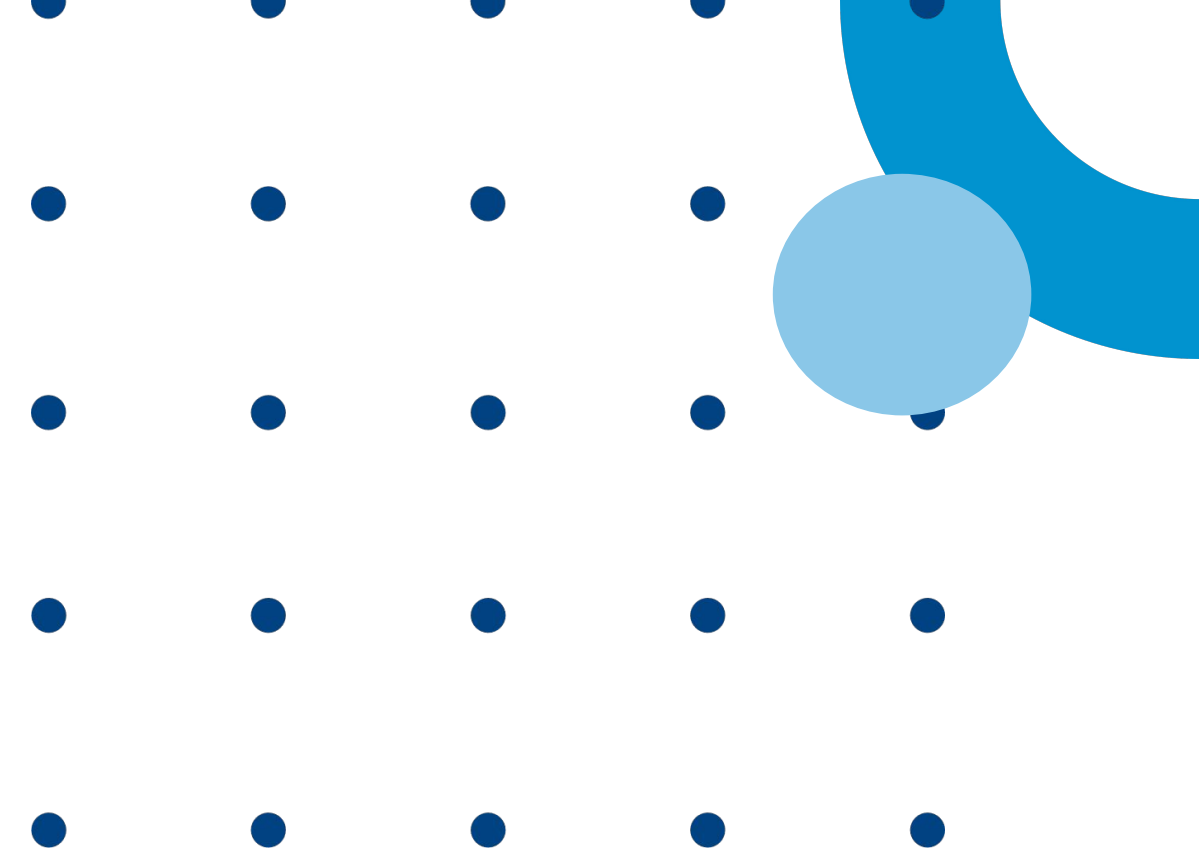


Testimonial



Testimonial



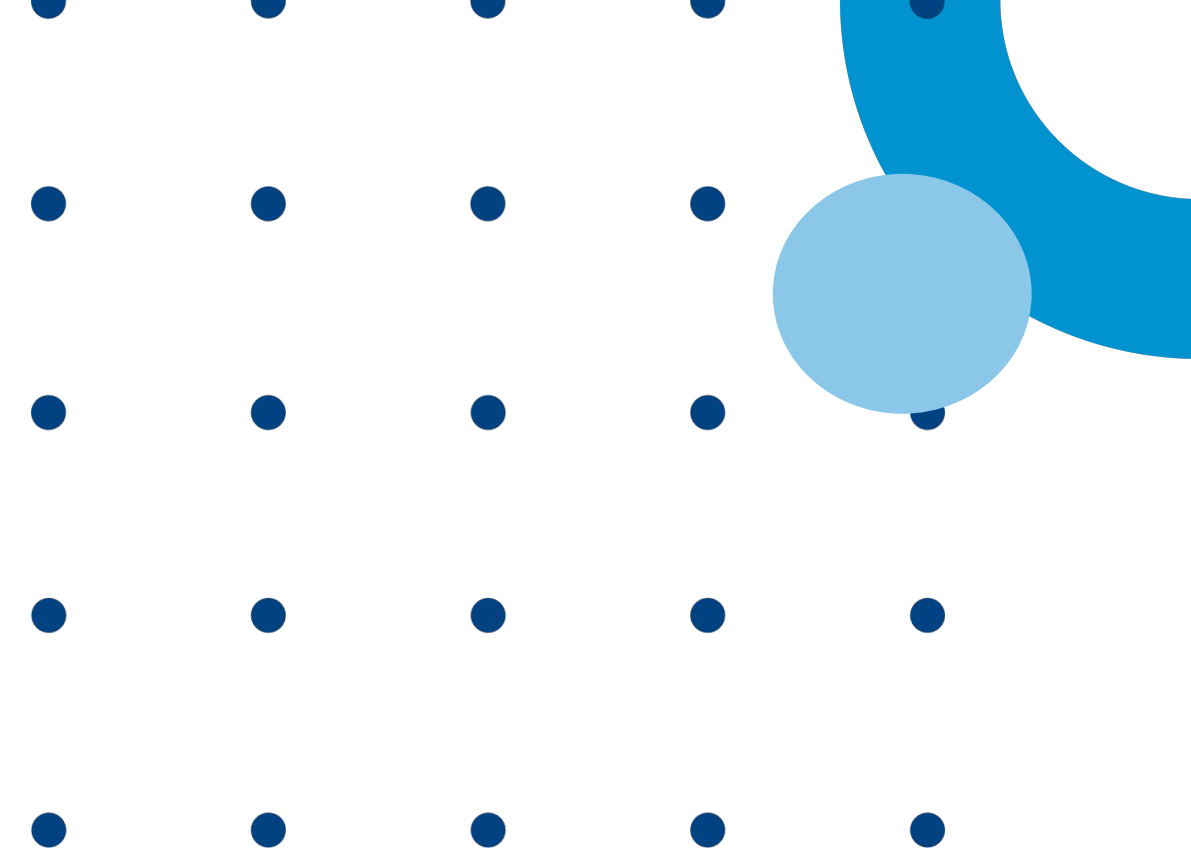


Questions

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