



2012 Environment & Diversity Mini-Grants

Background

The Sustainability Network enriches environmental leaders and helps build stronger environmental nonprofit organizations through programs, services and support that help them increase their capacity to lead, manage and strategize.

The Environment & Diversity Project supports environmental nonprofits in considering, developing and implementing strategies to better reflect and engage ethno-cultural and Aboriginal communities by responding to the extensive knowledge, interests and important needs of those communities. This is a four-year initiative which began in 2009 and is led by the Sustainability Network in collaboration with six environmental NGOs¹. The project is currently supported by the Ontario Trillium Foundation.

2012 Environment & Diversity Mini-Grants

In 2011, the first of two annual rounds of Environment & Diversity Mini-Grants have supported projects undertaken by six different NGOs² on their journey towards becoming more diverse and inclusive. We will continue the success by providing the second round of Mini-Grants in 2012. Sustainability Network seeks to gather and share lessons learned from grantees with the wider sector in efforts towards sector transformation.

Grants to a maximum of \$5,000 will be made.

Eligible Organizations

- Organizations must be Canadian, using the funds in Ontario and they must be registered nonprofits with environmental programs and activities
- Organizations within the Environment & Diversity Project collaborative Steering Committee are NOT eligible to receive a grant
- Organizations that have received funding during the 2011 granting period are not eligible for funding in 2010

Eligible Activities

Activities should focus on enhancing ethno-cultural and Aboriginal diversity within your organization. Examples of eligible activities include:

- Activities that promote diversity at the governance and leadership level
- Activities as part of a change process resulting in a more diverse and inclusive organization
- Activities resulting in stronger, more inclusive programming and communications
- Activities that foster two-way dialogues to promote and enhance cooperation between environmental, social justice, settlement and other organizations

¹ *Bay Area Restoration Council; Clean Air Partnership; Community Environment Alliance; Ecojustice; Sierra Club of Canada - Ontario Chapter; Wildlands League

² *See Appendix A

Proposal

Please include the following information in your proposal. All proposals must be a **maximum of four pages (two pages double-sided)**. Attachments are not included in the page limit. Proposals must be submitted by e-mail to info@sustainabilitynetwork.ca by **5:00pm EST February 15th, 2012**. Decisions will be made by **February 28th, 2012** and all proposal activities must be complete by **November 1st, 2012**.

Diversity Initiative Snapshot

Describe your initiative in 150 words or less

Contact Information

1. Name of Organization:
2. Diversity Champion (the person who will be managing the grant):
3. Address, Phone, E-mail:
4. Nonprofit Registration #:
5. Number of Years Incorporated:
6. Is this Organization a Registered Charity? Yes No
7. Number of full-time staff equivalents in the organization:
8. Organization's Website Address:

Organizational Profile

1. Mission Statement:
2. Budget for Current Fiscal Year:
3. Programs and Services - describe your organization's main programs and services:

The Case for Diversity

1. Why is Diversity Important for Your Organization?:
2. How Will Diversity Foster a More Effective Environmental Movement?:

Your Diversity Initiative

1. Start Date: End Date: Project location:
2. Will you form a Diversity Committee to guide your diversity initiative?:
If yes, please indicate who will be involved. At a minimum, you must include your Diversity Champion noted above and at least one board member. If not creating a Diversity Committee, please indicate your reason.
3. Describe Your Initiative – what do you want to do and what is/are the desired outcome(s)?:
Please include your rationale and the significance of this initiative to your organization. If targeting a specific community, why and how will your activities address the specific needs, wants and challenges of the community in question.
4. Workplan – include a timeline and specific activities to be undertaken:
5. Lessons Learned – how will you document and share lessons learned?:
6. Please indicate how your organization will continue its ongoing diversity and inclusion efforts after you've completed the activities outlined:
7. Provide a brief budget. Include in-kind and other funding requested/confirmed.

Please Confirm the Following

If successful in receiving a grant, the organization agrees to:

1. Complete a Diversity Survey (for board and staff) to collect diversity statistics and information on perceptions of diversity **YES NO**

2. Attend two half-day meetings in 2012 to share and learn about diversity initiatives amongst grantees
- YES NO**

Mandatory Attachments (not included in the four page limit)

1. Letter from Board Chair indicating full board knowledge and support of your initiative
2. List of Board of Directors
3. Most Recent Financial Statements

Optional Attachments (not included in the four page limit)

1. Maximum two documents indicating your organization's commitment to and work towards becoming a diverse and inclusive organization
2. Maximum two letters of support

When you submit a request you will receive an e-mail notification confirming that we have received it. Decisions will be made by **February 28th, 2012** and all proposal activities must be complete by **November 1st, 2012**.



Appendix A

2011 Environment & Diversity Mini-Grants Grantee Project Descriptions

Bonnechere River Watershed Project (\$3,900)

BRWP will enhance its engagement with the aboriginal community within the Bonnechere Watershed to help raise awareness of environmental issues of mutual interest and concern and to address environmental degradation. The desired outcome is to establish a relationship of mutual respect, trust and collaboration in relation to environmental awareness and stewardship particularly now as we are facing the need for developing adaptation strategies to deal with impending environmental effects of a changing climate.

FutureWatch (\$5,000)

Changing Faces: Reflecting our diverse communities in our leadership, staff and participants! will build from FutureWatch's experience in engaging newcomer and immigrant communities to participate in environmental initiatives, and our synergies with the Toronto Green Community and Transition Oakville. Together, they work to identify their current engagement practices and to determine best avenues to map and engage the newcomer and immigrant groups within their communities. Staffs and volunteers will attend workshops that will provide them the practical tools, policies and procedures by which they will be better poised to engage and interact with the communities they serve.

Greenest City (\$5,000)

The Managing Diversity Initiative of the Greenest City aims to address some of the challenges we face in working with individuals from different ethno-cultural communities by providing workshops and training to ensure that every one in the organization shares a common understanding of diversity and an approach to working together that is open, inclusive and tolerant of difference. The learning and their experiences will be documented in a diversity 'Best Practices' guide that will act as a foundational piece for Greenest City's future work.

Halton Environmental Network (\$5,000)

HEN would like to increase the effectiveness of its outreach by connecting with the various ethno-cultural communities in Halton. In making these connections and determining the environmental mindsets and needs of these communities, links can be made with other environmental organizations to provide mutually-beneficial services and establish ongoing relationships. A more inclusive programming and communications may enhance cooperation between environmental, settlement, and other organizations.

Ontario Environment Network (\$5,000)

The Ontario Environment Network initiative focuses on providing opportunities for OEN and its member organizations to learn about Indigenous cultures, our shared history, the process of reconciliation, Ways of Knowing, including how it supports the International Environmental Protocol. It also aims to establish a base for a continued sharing between Indigenous Peoples and ENGO'S to address the needs of our shared environment and our future generations and the creation of an OEN Indigenous People's Circle.

Women's Healthy Environments Network (\$1,500)

Since 2010, WHEN has initiated seminars with newcomer women and families from diverse regions such as South Asia, the Middle East, Africa, and Latin America to help address their exposure to environmental health hazards. The sessions emphasize "healthy homes", featuring demonstrations, interactive discussions, and questions and answers about environmental exposures affecting health. Due to the success of these seminars, WHEN is working to expand these seminars to other communities in the Greater Toronto Area (GTA).