



**STAFF REPORT  
ACTION REQUIRED**

**Access, Equity & Human Rights Investment Program –  
2013 Allocation Recommendations**

<b>Date:</b>	May 8, 2013
<b>To:</b>	Community Development and Recreation Committee
<b>From:</b>	Executive Director, Social Development, Finance and Administration
<b>Wards:</b>	All
<b>Reference Number:</b>	17075

**SUMMARY**

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This report recommends funding under the 2013 Access, Equity & Human Rights (AEHR) Investment Program. Of the 73 applications received, 24 are recommended for funding of \$799,900.00. An amount of \$39,670.00 has been held for appeals.

The purpose of the Access, Equity & Human Rights Investment Program is to help achieve a positive race relations and human rights climate in Toronto and promote community participation by equity-seeking groups. Equity-seeking groups are those facing individual and systemic discrimination and disadvantage because of shared characteristics such as ethnic origin, immigration status, gender, age, sexual orientation and disability. Community participation is defined in this context as participation in economic, social, civic, education and/or volunteer opportunities.

The funding provided through the AEHR program is used to address human rights, accessibility, equity, discrimination and hate crime concerns in their neighbourhoods and communities. By providing funding to community organizations, the City is able to promote access, equity and respect for human rights in more ways than it would be able to accomplish on its own.

AEHR funded activities work to eliminate barriers and address the underlying issues of discrimination, accessibility, equity and bias experienced by equity-seeking groups. Time-limited and outcome-focused projects utilize advocacy and community engagement strategies to achieve positive changes in public awareness, participation, support, partnerships, attitudes, or policy discussions and/or practices within systems and institutions.

## RECOMMENDATIONS

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### **The Executive Director, Social Development, Finance and Administration recommends:**

1. City Council approve the 2013 Access, Equity & Human Rights Investment Program allocations totalling \$799,900.00 to 24 organizations as recommended in Appendices A and B;
2. An amount of \$39,670.00 be held for appeals.

### **Financial Impact**

The recommendations in this report will have no impact beyond what has already been approved in the 2013 operating budget.

This report recommends allocations for 24 organizations totalling \$799,900.00 with an appeal fund of \$39,670.00.

The Deputy City Manager and Chief Financial Officer has reviewed this report and agree with the financial impact information.

### **DECISION HISTORY**

The City of Toronto provides support to the not-for-profit sector through funding programs under the general authority for making municipal grants provided in Section 83 of the *City of Toronto Act, 2006* (S.O. 2006, c.11)

The Social Development, Finance and Administration Division's (SDFA) 2013 Approved Operating Budget includes funding of \$839,570.00 for the Access, Equity & Human Rights Investment program. The approved budget amount includes an increase of \$34,470.00 representing the economic factor increase to the City's funding programs as approved by Council at its meeting of January 15 and 16, 2013

<http://app.toronto.ca/tmmis/viewPublishedReport.do?function=getCouncilMinutesReport&meetingId=5669>

### **ISSUE BACKGROUND**

The City's motto is "Diversity is our Strength". Toronto is a growing and changing community and its diversity has been celebrated as a key factor in ranking the city as a desirable place to live, visit and do business. While Toronto is well respected as a welcoming city for diverse groups, there is need for continuing attention to ensure equity-seeking groups are able to participate fully in the social, economic and civic life of the community.

This AEHR program was initiated in 1981 with a focus on community support for addressing racism and discrimination issues. In 2004, City Council expanded the program mandate to address human rights issues related to the Aboriginal community, women and gender issues, disability issues, sexual orientation, literacy and language equity.

The program is open to applications each year for community-based activities that respond to the priority needs of a diverse population. Activities supported through the AEHR program are incremental to the delivery of community services such as information to newcomers about the laws, rights, responsibilities and how to access community resources; assistance in finding employment for people with disabilities; or front-line support to people who have experienced a hate crime.

## COMMENTS

### **Support for Toronto's Community-based Anti-Discrimination Infrastructure**

City Council approved the creation of a *Working Group on City Funding Support for Toronto's Community-Based Anti-Discrimination Infrastructure* on July 11, 2012<sup>1</sup> to provide advice on ways in which the City's support for Toronto's community-based anti-discrimination infrastructure can be strengthened. The working group is convened by S DFA and City's Equity, Diversity and Human Rights Office, and consists of community-based equity leaders across several sectors as well as City grants staff.

The Group's objectives are to advise the City on:

1. Actions the City can take to enhance the impact of its community funding on the community based anti-discrimination infrastructure;
2. Actions the City can take to increase the participation of Aboriginal groups in the City's Access, Equity and Human Rights Investment Funding Program;
3. Changes that can be made to the Toronto Grants Policy's *Anti-Racism, Access and Equity Policy and Guidelines* to strengthen the community-based anti-discrimination infrastructure;
4. Ways in which the impact of the City's community funding and *Anti-Racism, Access and Equity Policy and Guidelines* on the community-based anti-discrimination infrastructure can be demonstrated and measured; and
5. Whether an ongoing working group would enhance City's efforts to build an anti-discrimination approach into all of its activities, and what the mandate and composition of such a group would be.

The group has met monthly since November and will report on its progress to Council in the Fall of 2013. This may result in changes to the Access, Equity & Human Rights grant program criteria and guidelines starting in 2014.

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<sup>1</sup> <http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2012.CD14.14>

## **Application Process**

Organizations applied for AEHR funding through the Corporate Grants information System, the City's online funding database. Applicants were required to register to access the application forms from any internet-based computer. The online funding system is part of the City's plan to manage funding program requests and grant recipient reporting more efficiently.

Guidelines and on-line registration for the 2013 Access, Equity & Human Rights were available in January with a submission deadline of February 27, 2013. Six information sessions on the purpose and process for AEHR and three other community investment-funding programs were provided in January and February. These sessions enabled groups to determine which funding program best suited the needs and priorities of their communities and their organization. Each information session included time for attendees to talk one-on-one with Community Resources staff about the program criteria and their project ideas. 164 people attended the six information sessions. Applicants were also able to speak with staff by telephone or schedule meetings to ask questions or get help with their applications.

135 groups registered for access to the Access, Equity & Human Rights online application form. 8 online training sessions were delivered to 19 organizations that were first-time users of the online funding system. Seventy-three (73) organizations completed and submitted the application by the deadline date.

In order to help assess the application process for applicants, registered organizations were asked to complete a survey on their experience and suggestions. Of the 62 organizations that have completed the survey to date, more than two-thirds indicated that they were satisfied with the experience and the support provided. Respondents were asked to provide their preferences and suggestions for alternative delivery of information sessions and system training. Staff will use the detailed survey responses to continue improvements to the on-line process for the 2014 funding cycle.

## **Assessment of Applications**

73 applications were assessed. In order to be recommended for funding, applicants must meet common eligibility criteria, which are provided in the AEHR program guidelines<sup>2</sup>. Core eligibility requirements include: non-profit status located in the City of Toronto and demonstrated financial accountability. Organizations not incorporated as a not-for-profit must partner with an incorporated non-profit trustee organization to provide financial accountability.

The assessment process includes an assessment of the following information: project description details, work plan, project budget, organization's documents (i.e. audited financial statements, bylaws), progress reports (for returning applicants), and the applicant's administrative and human resource capacity to carry out the proposed project.

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<sup>2</sup> Program guidelines can be found at <http://www.toronto.ca/grants/aehr/index.htm>

The assessment process may include site visits, telephone calls or meetings with applicants, with particular attention to new applicants and applications from emerging communities.

Assessment of previously funded applicants considers their track record in providing progress and final reports on the implementation and outcomes of previously funded activities. Staff may also attend annual general meetings and other programs offered by organizations as well as contact other funders for budget or project related information.

The assessment process determines the extent to which proposed projects have the potential to address clearly identified access, equity and human rights issue such as systemic discrimination, racial bias, gender inequality, hate crime, racial profiling and so on for an equity-seeking group through outcome-focused, time-limited activities. To be recommended for funding proposed projects must be feasible, leverage other resources (including in-kind sources and partnerships), as well as use a community development approach by engaging volunteers and participants in the project planning and activities.

### **2013 Allocation Recommendations**

Of the 73 applications received, 24 are recommended for funding and 49 are not recommended for support. Five of the recommendations are for organizations that received funding in 2012 for a multi-year project: these projects have been determined to be meeting their goals, and the second or third (final) year of funding is recommended. 19 recommendations are for a new project.

The average grant size in the program is \$33,329.00. The AEHR investment of \$799,900.00 will leverage an additional \$485,000.00 in funding from other sources, as well as the engagement of 530 volunteers. The recommended project activities are expected to involve more than 9,000 participants.

Below is a chart detailing the recommended allocations by equity-seeking groups. The AEHR program seeks to support current access, equity and human rights issues for members of all equity-seeking groups. The capacity of the program to support certain equity-seeking group depends upon applications being received as well as the assessment of the applications. For the 2014 funding cycle, staff will be developing outreach strategies to support applications from all equity-seeking groups, with particular attention on outreach to the Aboriginal community.

<b>2013 Allocations by Equity-Seeking Group</b>	<b># of Recommended Allocations</b>
<b>Racialized and newcomer groups (including youth – 3 and seniors – 1)</b>	<b>8</b>
<b>People with disabilities</b>	<b>6</b>

<b>2013 Allocations by Equity-Seeking Group</b>	<b># of Recommended Allocations</b>
<b>LGBTTTQ (including youth – 3)</b>	<b>5</b>
<b>Aboriginal community (seniors/ LGBTTTQ)</b>	<b>1</b>
<b>Refugee Newcomers (youth)</b>	<b>1</b>
<b>Low income</b>	<b>1</b>
<b>Women</b>	<b>1</b>

<b>Allocations by Issue</b>	<b># of Recommended Allocations</b>
<b>Access to Services &amp; Systems</b>	<b>13</b>
<b>Employment / Workers Rights</b>	<b>4</b>
<b>Civic Participation (access to democratic process)</b>	<b>3</b>
<b>Anti-Racism / Anti-Discrimination</b>	<b>3</b>
<b>Policy Bias / Discrimination</b>	<b>1</b>

## **CONTACT**

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## **SIGNATURE**

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[Chris Brillinger, Executive Director, Social Development, Finance and Administration

## **ATTACHMENTS**

Appendix A: Access, Equity & Human Rights Investment Program – 2013 Allocation Recommendations

Appendix B: Access, Equity & Human Rights Investment Program – Detailed Project Summaries

**Appendix A**  
**Access, Equity and Human Rights Investment Program**  
**2013 Allocation Recommendations**

<u>Applicant Organization</u>	<u>Ward</u>	<u>2012 Recommended Allocation</u>	<u>2013 Amount Requested</u>	<u>2013 Recommended Allocation</u>
1 519 Church Street Community Centre	27	\$20,000.00	\$46,758.00	\$30,000.00
2 Access Alliance Multicultural Health and Community Services	20	\$46,800.00	\$50,000.00	\$25,000.00
3 Afghan Women's Counselling & Integration & Community Support Organization	26	\$0.00	\$20,983.00	\$0.00
4 African Canadian Social Development Council	28	\$0.00	\$46,966.00	\$0.00
5 Agincourt Community Services Association	41	n/a	\$50,000.00	\$35,000.00
6 Amadeusz	1	\$50,000.00	\$50,000.00	\$25,000.00
7 Arab Community Centre of Toronto, The	3	\$0.00	\$50,000.00	\$0.00
8 ARCH Disability Law Centre	28	n/a	\$15,500.00	\$0.00
9 Belka Enrichment Centre (Caribbean Global Missions)	8	\$0.00	\$40,000.00	\$0.00
10 Birchmount Bluffs Neighbourhood Centre	36	\$0.00	\$29,675.00	\$0.00
11 Black Daddies Club	42	\$50,000.00	\$50,000.00	\$0.00
12 Centre for Community Learning and Development, Toronto (formerly East End Literacy)	28	\$0.00	\$50,000.00	\$0.00
13 Centre for Equality Rights in Accommodation in Ontario	19	\$30,000.00	\$30,000.00	\$0.00
14 Centre for Independent Living in Toronto (C.I.L.T.)	27	\$32,200.00	\$46,140.00	\$30,000.00
15 Centre for Spanish-Speaking Peoples	9	\$25,000.00	\$20,355.00	\$20,000.00
16 Children's Peace Theatre (Hannon-Shields Centre for Leadership and Peace)	31	n/a	\$50,000.00	\$30,000.00
17 Chinese Canadian National Council Toronto Chapter	20	\$37,000.00	\$50,000.00	\$37,000.00
18 Council of Agencies Serving South Asians (CASSA)	35	\$3,175.00	\$35,000.00	\$0.00
19 CultureLink Settlement Services of Metro Toronto	14	\$0.00	\$25,000.00	\$0.00
20 Dejinta Beesha Somali Multi-Service Centre	1	n/a	\$15,000.00	\$0.00

<u>Applicant Organization</u>	<u>Ward</u>	<u>2012 Recommended Allocation</u>	<u>2013 Amount Requested</u>	<u>2013 Recommended Allocation</u>
21 Delta Family Resource Centre	7	\$0.00	\$51,104.00	\$0.00
22 Elspeth Heyworth Centre for Women (North York)	7	\$0.00	\$30,800.00	\$0.00
23 Ethno-Racial People with Disabilities Coalition of Ontario	20	\$46,000.00	\$50,000.00	\$45,000.00
24 Evergreen	29	\$49,900.00	\$50,000.00	\$0.00
25 Family Inter-Generation Link	26	n/a	\$33,940.00	\$0.00
26 FCJ Refugee Centre	17	\$0.00	\$50,000.00	\$0.00
27 Findhelp Information Services	20	\$45,000.00	\$49,731.45	\$45,000.00
28 FoodShare Toronto	18	n/a	\$50,000.00	\$25,000.00
29 For You Telecare Family Service (FUTFS)	25	\$0.00	\$12,000.00	\$0.00
30 Frontline Partners with Youth Network (Tides Canada Initiatives Society)	20	n/a	\$50,000.00	\$0.00
31 Good Foot Delivery & Support Services	19	n/a	\$20,000.00	\$0.00
32 Good Neighbours Club, The	27	n/a	\$27,372.00	\$0.00
33 Harriet Tubman Community Organization	33	n/a	\$49,500.00	\$0.00
34 Healthcare Interpretation Network	20	\$0.00	\$44,840.00	\$0.00
35 Hispanic Development Council	20	\$0.00	\$30,000.00	\$0.00
36 Hospice Toronto	16	n/a	\$50,000.00	\$35,000.00
37 Iranian Women's Organization of Ontario	33	n/a	\$35,010.00	\$0.00
38 Jane-Finch On The Move	8	\$0.00	\$5,375.00	\$0.00
39 Manantial Neighbourhood Services Inc	9	\$20,200.00	\$20,234.80	\$0.00
40 Mennonite New Life Centre of Toronto	32	n/a	\$48,093.00	\$40,000.00
41 National Movement of Harmony in Canada (Harmony Movement)	25	\$0.00	\$28,000.00	\$0.00
42 Native Child and Family Services of Toronto	27	\$0.00	\$40,659.00	\$0.00
43 North York Seniors Centre	23	n/a	\$50,000.00	\$0.00

<u>Applicant Organization</u>	<u>Ward</u>	<u>2012 Recommended Allocation</u>	<u>2013 Amount Requested</u>	<u>2013 Recommended Allocation</u>
44 Northwood Neighbourhood Services	11	n/a	\$50,000.00	\$0.00
45 Ogaden Somali Community Association of Ontario	12	n/a	\$50,000.00	\$0.00
46 Ontario Council of Agencies Serving Immigrants (OCASI)	16	\$0.00	\$50,000.00	\$0.00
47 Ontario Justice Education Network / Reseau Ontarien D'Education Juridique	27	\$16,000.00	\$16,000.00	\$16,000.00
48 Parkdale Activity-Recreation Centre (Toronto)	14	\$20,000.00	\$35,000.00	\$0.00
49 Parkdale Intercultural Association	14	\$0.00	\$49,781.00	\$20,000.00
50 Passerelle Integration et Developpement Economiques, La	27	\$41,900.00	\$49,997.00	\$30,000.00
51 REX Pride	1	n/a	\$48,326.66	\$25,000.00
52 Rexdale Women's Centre	1	\$9,000.00	\$30,440.00	\$0.00
53 S.E.A.S. Centre (Support Enhance Access Service Centre)	28	\$3,500.00	\$10,000.00	\$0.00
54 Scadding Court Community Centre	20	\$3,500.00	\$42,341.50	\$35,000.00
55 Scarborough Centre for Healthy Communities	38	n/a	\$44,477.00	\$0.00
56 Scarborough Women's Centre	38	n/a	\$50,000.00	\$45,000.00
57 Senior Peoples' Resources in North Toronto (SPRINT)	22	\$50,000.00	\$50,000.00	\$0.00
58 SKETCH Working Arts	18	\$0.00	\$36,355.00	\$0.00
59 Springtide Resources Inc.	19	n/a	\$40,707.00	\$40,700.00
60 Sri Lankan Ex Tamil Police Officers Club Canada	42	n/a	\$15,570.00	\$0.00
61 St. Stephen's Community House	20	\$0.00	\$8,157.00	\$0.00
62 Thorncliffe Neighbourhood Office for Social & Multicultural Development (TNO)	26	\$0.00	\$25,000.00	\$0.00
63 Toronto Coalition for Better Child Care	19	\$15,600.00	\$15,600.00	\$0.00
64 Toronto Community & Culture Centre	20	\$0.00	\$15,000.00	\$0.00
65 Toronto Women's City Alliance	15	\$35,000.00	\$49,800.00	\$49,800.00
66 Urban Alliance on Race Relations	20	\$20,770.00	\$45,500.00	\$45,000.00

<u>Applicant Organization</u>	<u>Ward</u>	<u>2012 Recommended Allocation</u>	<u>2013 Amount Requested</u>	<u>2013 Recommended Allocation</u>
67 Vietnamese Women's Association of Toronto/VWAT Family Services	17	\$27,500.00	\$28,680.00	\$0.00
68 Wisdom Green Earth	8	n/a	\$35,900.00	\$0.00
69 WoodGreen Community Services	30	n/a	\$50,000.00	\$0.00
70 Workers' Action Centre	20	\$36,800.00	\$38,474.00	\$38,400.00
71 Working Women Community Centre	18	n/a	\$49,915.09	\$0.00
72 Youth Action Network	19	\$39,500.00	\$45,000.00	\$0.00
73 YouthLink	35	n/a	\$46,096.00	\$33,000.00
<b>Grant Total:</b>			<b>\$2,770,153.50</b>	<b>\$799,900.00</b>
<b>Appeals Fund:</b>				<b>\$39,670.00</b>
<b>2013 Approved Budget:</b>				<b>\$839,570.00</b>