



# GIRLS' FUND GRANT GUIDELINES

*4 YEAR GRANTS STARTING SEPTEMBER 2020*

**Deadline: November 4th at 11:59pm**

The Girls' Fund Grants are made possible by the following generous donors to the Canadian Women's Foundation:

**Founding Donor of Mentoring for Girls:**

Nancy Baron of the W. Garfield Weston Foundation

**Founding Partners of the Girls' Fund:**

Ann Southam Empowerment Fund at Canadian Women's Foundation, RBC Foundation, Zukerman Family Foundation

**Girls' Fund Donors:**

Julie and Rick George, Giant Tiger, Lynda Hamilton, The Haynes-Connell Foundation at the Toronto Community Foundation, Anne Larson, La Maison Simons Inc, Andrea Miller, Praxair, Reitmans (Canada) Limited, TD Bank Group

**and our many other corporate partners, individual donors, and private family foundations throughout the country.**

## GIRLS' FUND GRANTS 2020-2024

To be considered for a grant, we require a Letter of Intent filled out online:

Use this link to **register** for the online application portal

[https://www.grantrequest.com/SID\\_5647?SA=SNA&FID=35054](https://www.grantrequest.com/SID_5647?SA=SNA&FID=35054)

Use this link to access **my account** and your application in progress,

[https://www.GrantRequest.com/SID\\_5647?SA=AM](https://www.GrantRequest.com/SID_5647?SA=AM)

We expect the following information:

- ✓ **Organizational Information**, including organization name, charitable or [qualified donee number](#), contact information, mission and annual operating budget
- ✓ **Project / Program Information**, including type of grant you are applying for, geographic area, projected number of individuals, and communities served, and total amount requested from the Canadian Women's Foundation
- ✓ **Letter of Intent Questions**, including description and purpose, activities and approach, and key partnerships

If your letter of intent is shortlisted for the second stage, you will be invited to submit a full proposal, which will include a detailed budget, program outline, audited financial statements, etc. You are not required to submit these additional documents at this time.

If you have questions, contact:

Rudayna Bahubeshi

Program Manager, Community Initiatives

[rbahubeshi@canadianwomen.org](mailto:rbahubeshi@canadianwomen.org) | 416-365-1444 or 1-866-293-4483 x253

For Frequently Asked Questions and Letter of Intent Guidelines visit:

[www.canadianwomen.org/grants-gf19](http://www.canadianwomen.org/grants-gf19)

Ces documents sont disponibles en français [www.canadianwomen.org/fr/grants-ff19](http://www.canadianwomen.org/fr/grants-ff19)

## ABOUT THE CANADIAN WOMEN'S FOUNDATION

The Canadian Women's Foundation is a national leader in the movement for gender equality in Canada. Through funding, research, advocacy, and knowledge sharing, the Foundation works to achieve systemic change that includes all women. By supporting community programs, the Foundation empowers women and girls to move themselves out of violence, out of poverty, and into confidence and leadership.

Launched in 1991 to address a critical need for philanthropy focused on women, the Canadian Women's Foundation is one of the largest women's foundations in the world. With the support of donors, the Foundation has raised more than \$90 million and funded over 1,900 programs across the country. These programs focus on addressing the root causes of the most critical issues and helping women and girls who face the greatest barriers.

The Canadian Women's Foundation aims to be inclusive of diverse people across gender and sexuality spectrums. We focus our efforts on supporting those who face the most barriers and have least access to relevant services. This includes people who identify as women, girls, trans, Two-Spirit, genderqueer, non-binary, and 2SLGBTQI+.

### OUR APPROACH TO FUNDING

The Canadian Women's Foundation prioritizes inclusion and addressing barriers to access. Our vision of gender equality for all in our grantmaking is expressed in our prioritization of women, girls, trans, Two-Spirit, and non-binary peoples who face multiple barriers.

In recognition of the long histories and ongoing effects of colonization, racism, violence and exclusion, the Canadian Women's Foundation has increased our focus on the following communities:

- ✓ **First Nations, Métis, and Inuit** women, girls, trans, Two-Spirit, and non-binary peoples
- ✓ **Black** women, girls, trans, Two-Spirit, and non-binary peoples
- ✓ Women, girls, trans, Two-Spirit, and non-binary **peoples with disabilities and who are Deaf**
- ✓ Two-Spirit, lesbian, gay, bisexual, trans, queer, questioning, intersex, pansexual, androgynous, and asexual (**2SLGBTQI+**) peoples

### WHAT WE FUND

- ✓ Programs for women, girls, trans, Two-Spirit, and non-binary people **who face multiple barriers and are underserved**, including First Nations, Métis, and Inuit peoples; Black people; people of colour; those living in rural or northern communities; those who identify as 2SLGBTQI+; those living on low-incomes; older peoples; refugees; immigrant or non-status people; those with disabilities and/or who are Deaf; and young people.

---

**“Until all of us have made it,  
none of us have made it”**

*Rosemary Brown  
Founding Mother, Canadian Women's Foundation*

- ✓ Projects in which participants are leaders.
- ✓ Projects that **consider the realities of participants' lives** e.g. by providing childcare, transportation assistance and advocacy supports.
- ✓ Projects that have established **partnerships** with other local women's organizations or community-based organizations that have experience working with women, girls, trans, Two-Spirit, and non-binary peoples.
- ✓ **Grassroots** organizations with small budgets.
- ✓ Projects that demonstrate a **gender-analysis** within the project materials, organizational structure, etc.
- ✓ Projects where our funds can help **leverage other funds**.

## CANADIAN WOMEN'S FOUNDATION DOES NOT FUND

- ✗ Individuals
- ✗ Federal, provincial or municipal government agencies and school boards (they can be involved but the grant will be made directly to the community organization)
- ✗ Profit-based organizations
- ✗ Fundraising events
- ✗ Conferences
- ✗ Projects outside of Canada
- ✗ Projects not solely or primarily focused on women, girls, trans, Two-Spirit, and non-binary peoples
- ✗ Deficit or emergency funding
- ✗ Films or videos (unless this is part of a larger project)
- ✗ Capital expenditures
- ✗ Self-defense training (if it is the only component of the project)

## ELIGIBILITY FOR GRANTS

Applicants must be incorporated non-profit organizations and have a valid charitable number from Canada Revenue Agency or be a First Nations Band designated as a [qualified donee](#) by Canada Revenue Agency.

If your organization does not have charitable status or is not a qualified donee, we can consider an application in partnership with another organization that is a registered charity with a mandate

relevant to the project. The other organization's volunteer Board of Directors will have fiscal responsibility for the grant and be legally responsible for ensuring that the funds are spent for the charitable purposes intended. They will be required to sign a letter of agreement and work in partnership with the organization delivering the project.

## ABOUT THE GIRLS' FUND

Women have made vast strides over the past few decades. Women occupy higher levels of workforce participation and take on more leadership roles than ever before. These accomplishments should be acknowledged, celebrated and used in building programming for all girls.

Although women have more opportunities than ever before, many girls still face systemic barriers and oppressive practices that negatively impact their personal growth and development. Daily, girls deal with issues related to their physical and mental health, body image, gender and self-esteem (Iglesias and Cormier, 2002). A large percentage of young Canadian girls also deal with poverty, racism, homophobia, transphobia and sexism everyday. Gender-based violence also continues to be a serious problem.

Girls-only programming allows girls a safe space to explore their identities, create positive relationships with others and focus on their unique strengths and capabilities. It provides a nurturing environment for girls to engage with role models, creating immense potential for growth, acceptance and support. Girls-only programs can create space for discussion that encourages girls to question stereotypes, talk about bullying and speak up on issues. This creates an atmosphere where girls can build the skills and confidence needed to challenge inequalities that exist in the systems and institutions around us.

Since 2006, the Canadian Women's Foundation's Girls' Fund has supported dynamic programs and networks for girls between the critical ages of nine and thirteen that engage their body, mind and spirit. We invest in programs where girls can explore science and technology, do physical activities, or take on leadership in a supportive all-girl environment. They become media literate, learning to think critically and to question the stereotyped images that surround them. They understand how to make healthier life choices and stay safer in dating relationships. Along the way, they learn to take on new experiences with confidence and meet new challenges with courage. These critical thinking, communication and decision-making skills are the building blocks that help girls grow stronger and create a solid foundation for a brighter future.

In 2012, building on the Girls' Fund and creating greater opportunities for girls, the Nancy Baron Mentorship for Girls Program was added with generous funding from The W. Garfield Weston Foundation. It has created another way to promote leadership, increase exposure to diverse perspectives and experience, and build confidence through relationship building.

## FUNDING AVAILABLE

Up to a maximum of **\$40,000** per year will be allocated.

Please note that we will only accept **one** application per organization in this grant stream.

Organizations can apply for one grant in only **one** of the following areas:

- A. **Girls' programs** - up to \$40,000/year to support weekly programs for girls between the ages of 9 and 13.
- B. **Girls' mentoring programs** - up to \$40,000/year to support a program for girls involving formal mentoring and matching of small groups of girls between the ages of 9 to 13 with one mentor or team of mentors.
- C. **Combined girls' program and girls' group mentoring program** - up to \$40,000/year to support an organization to provide a continuum of programming involving both a weekly girls' program and group mentoring.
- D. **National or regional networks** - up to \$40,000/year to develop networks that strengthen and enhance the capacity of girl-serving organizations across a region or nationally.

If your organization has previously received a Girls' Fund grant, please note that we **will only fund the same project for two funding cycles.**

## OVERALL ELIGIBILITY

To be considered for a grant under the Girls' Fund grant, your program or initiative is required to meet the following:

- ✓ Must focus on girls between the ages of 9 and 13
- ✓ **Must be inclusive of all girls.** Canadian Women's Foundation embraces an inclusive definition of "women" and "girls" that includes people who identify as women, girls, trans, genderqueer, gender non-binary, Two-Spirit, and gender questioning. An inclusive environment means all participants feel safe and supported, however they may identify.
- ✓ Must have valid charitable number from Canada Revenue Agency or be a First Nation that is designated by Canada Revenue Agency as a qualified donee or be working with a partner who fits this eligibility requirement.

## GRANTEE ACTIVITIES

In addition to funding, successful applicants will help develop and take part in learning and evaluation activities such as:

- ✓ Grantee meetings
- ✓ Peer-to-peer learning opportunities
- ✓ Evaluation strategy
- ✓ Skills institutes that increase knowledge and build the field of practice
- ✓ Strategic alliances and networks

## PROGRAM SPECIFIC CRITERIA

### A. GIRLS' PROGRAMS

**Up to \$40,000 per year for a maximum of 4 years**

We will fund programs that enhance protective factors for girls, such as connectedness, confidence, and enhanced critical thinking skills.

The Girls' Program grants must use one or more of the following approaches in their programming:

- a. Science, technology, arts, engineering, and math (STEAM)
- b. Physical literacy and sports
- c. Leadership and empowerment
- d. Media literacy
- e. Social and/or environmental justice
- f. Indigenous culture and teaching

In addition to the **Overall Eligibility**, we will consider proposals that demonstrate the following components, reflecting best practices in girls' programming:

- ✓ Explicit attention to gender equity
- ✓ A strengths-based approach
- ✓ A skills development component, with a particular focus on critical thinking skills
- ✓ An accessible safe space, which recognizes and addresses the diversity of girls
- ✓ Participant directed and/or participant-involved
- ✓ An informal mentorship component
- ✓ A holistic approach that may include discussion, learning and skill development, fun, and community action
- ✓ Ongoing programming that runs for at least 14 weeks and at least once a week weekly
- ✓ A supportive adult's involvement, which could be a parent, sibling, caregiver, or adult ally

### B. GIRLS' GROUP MENTORING PROGRAMS

**Up to \$40,000 per year for a maximum of 4 years**

We will fund programs that enhance protective factors, such as connectedness, confidence, and enhanced critical thinking skills, through the delivery of an intentional and comprehensive group mentoring program.

Programs may determine the best fit for their community in terms of mentoring format, including engaging older students, adults, or Elders as mentors, as well as using group or team mentoring.

While one-on-one mentoring is a valuable model of mentoring, it will not be considered for this funding.

In addition to the **Overall Eligibility**, we will consider proposals that demonstrate the following components, reflecting best practices in group mentoring:

- ✓ Explicit attention to gender equity
- ✓ A strengths-based approach
- ✓ An accessible safe space which recognizes and addresses the diversity of girls, and reflects this through mentor selection
- ✓ Participant directed and/or participant-involved
- ✓ A supportive adult's involvement, which could be a parent, sibling, caregiver, or adult ally
- ✓ Be centered around mentoring of small groups of girls either by a single mentor or a team of mentors
- ✓ Provide activities for the mentoring relationship that promote learning, team building and other valuable skills
- ✓ Engage girls in a matched relationship with a committed mentor for a minimum of one year
- ✓ Develop strong recruitment, screening and matching process to ensure compatibility of the groups of the mentees and their mentor, and mentors' ability to work with and support the group process
- ✓ Consistency of contact between the mentor and the group of girls (mentees), at least weekly to build trust and comfort
- ✓ Clearly defined and ongoing training for mentors
- ✓ Ongoing support for mentors

### C. COMBINED GIRLS' PROGRAM AND GIRLS GROUP MENTORING PROGRAM

**Up to \$40,000 per year for a maximum of 4 years**

We will fund organizations that are interested in developing a continuum of services that includes both girls programming and girls group mentoring.

In addition to the **Overall Eligibility**, we will consider proposals that demonstrate the components outlined in sections A and B above.

### D. NATIONAL OR REGIONAL NETWORKS

**Up to \$40,000 per year for a maximum of 4 years**

We will fund organizations to develop networks that build the capacity of organizations to deliver girls' programs or girls' group mentoring programs across a region or throughout the country. This



stream is for organizations interested in developing a collaborative approach to strengthening programs for girls aged 9 to 13 by engaging key stakeholders in a particular identified community.

In addition to the **Overall Eligibility**, we will consider proposals that focus on the following:

- ✓ Strengthening the capacity of girl-serving organizations through network activities that focus on one of the following populations or issue areas:
  - Northern communities
  - Rural or remote communities
  - Girls with disabilities
  - Gender diversity
  - Mental health
  
- ✓ Applications are assessed by how they are addressing the following criteria:
  - Enhancing design of programs for girls
  - Increasing connections and partnerships among organizations serving girls

## SELECTION CRITERIA

### RELATED TO THE PROGRAM

- ✓ **Relevance** of the approach for girls in local area
- ✓ Organization's mission, values, and previous experience with girls
- ✓ Inclusion of an **outreach and recruitment strategy** that strives to reach potential participants who may experience barriers to accessing programs
- ✓ Programs are for **girls who face multiple barriers and are underserved**, including First Nations, Métis, and Inuit peoples; Black people; people of colour; those living in rural or northern communities; those who identify as 2SLGBTQI+; those living on low-incomes; refugees; immigrant or non-status people; those with disabilities and/or who are Deaf
- ✓ **Strong gender analysis** with a commitment to including gender issues as a central part of the learning objectives

### RELATED TO THE ORGANIZATION

- ✓ Organization's **relationship to the community** in which the program takes place
- ✓ Organization's **ability to carry out the work** and to attract the other funds required if the request to the Foundation is for partial support of costs
- ✓ **Demonstrated experience applying a gender-analysis** on the issues and delivering programming from an intersectional feminist approach
- ✓ Organization's **openness to learning** from other approaches and interest in testing new ideas

- ✓ **Experience with monitoring and documenting learnings**, and willingness to participate in national evaluation activities led by the Canadian Women's Foundation
- ✓ **Strong gender analysis** with a commitment to including gender issues as a central part of the learning objectives, and is demonstrated in all aspects of the program from outreach to evaluation
- ✓ **Clear competencies and skills** that will be developed and offers opportunities for participants to practice
- ✓ Demonstrate a focus on **facilitation/facilitators**, including team or co-facilitation as a best practice, that facilitators reflect the communities they are working with, and that consideration is paid to facilitator retention
- ✓ **Partnerships** with organizations that have prior experience with programs of this type

#### RELATED TO THE LETTER OF INTENT

- ✓ **Clarity and viability of ideas** along with a realistic assessment of program goals and challenges
- ✓ Ongoing effects/**impact** which will endure beyond the grant
- ✓ **Balanced, clear budget**

## PROCESS AND TIMING

The deadline for applications is **Monday, November 4 at 11:59pm PST**.

Note that this call for proposals involves a **two-stage process**. Interested organizations are invited to submit a Letter of Interest (LOI) using the online form. A select number of organizations will be invited to submit a full proposal, including a detailed workplan, budget and partner letters. All applicants will be notified as to whether they will pass to the second stage by email within 6-8 weeks following the due date for the LOIs.

A grants committee of community volunteers from across the country experienced in girls programs, donor partners, and Canadian Women's Foundation representatives reviews the proposals. The Grants Committee makes recommendations to the Foundation's Board of Directors about which projects to fund. The Board of Directors gives final approval to all grants.

#### TIMELINE 2019-2020

DATE	TIMELINE
November 4, 2019	Deadline: letters of intent (LOI)
Nov - Dec 2019	Review and shortlisting of LOIs
January 6, 2020	All applicants are notified; invitation to submit full applications to shortlisted organizations

February 3, 2020	Deadline: full applications
Feb - Mar 2020	Review and shortlisting of full applications
March 2 - 9, 2020	All applicants are notified; invitation and scheduling of site visits to shortlisted organizations
March 18 - April 17, 2020	Site visits for shortlisted applicants
May 2020	Grants selection committee meeting to make final selection
June 2020	Board decision
July 2020	All applicants will be notified and grants awarded

## FOR FURTHER ASSISTANCE

If you have any questions about your application, please check the proposal instructions and the FAQ section on our website [www.canadianwomen.org/grants-gf19](http://www.canadianwomen.org/grants-gf19)

Ces documents sont disponibles en français [www.canadianwomen.org/fr/grants-ff19](http://www.canadianwomen.org/fr/grants-ff19)

## REGISTER FOR OUR WEBINARS

[Girls' Fund Grants: What You Need to Know](#) - Monday, October 21, 2019 at 1:00pm EST

[Girls' Fund Grants: What You Need to Know](#) - Thursday, October 24, 2019 at 1:00pm EST

If you have any further questions, please e-mail or telephone:

Phone: 416-365-1444 Fax: 416-365-1745  
Toll free: 1-866-293-4483 TTY: 416-365-1732

**Rudayna Bahubeshi** (ext. 253)  
Program Manager, Community Initiatives  
[rbahubeshi@canadianwomen.org](mailto:rbahubeshi@canadianwomen.org)

**Rifka Khalilieh** (ext. 223)  
Grants Administrator  
[rkhalilieh@canadianwomen.org](mailto:rkhalilieh@canadianwomen.org)