

ECONOMIC DEVELOPMENT GRANTS 2023-2027

GUIDELINES FOR APPLICANTS

Deadline to Apply:

Thursday, April 14, 2022, at 11:59 PM (PST)

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, we work to achieve systemic change. We support women, girls, and gender-diverse people to move out of violence, out of poverty, and into confidence and leadership. Since 1991, our generous donors and supporters have contributed more than \$130 million to fund over 2,500 life-transforming programs throughout Canada.

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, Two Spirit, trans, genderqueer, and 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 grant-making is expressed in our prioritization of women, girls, Two Spirit, trans, and non-binary peoples who face multiple challenges.

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

Rosemary Brown

Founding Mother, Canadian Women's Foundation

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, Two Spirit, trans, and non-binary peoples
- ✓ Black women, girls, Two Spirit, trans, and non-binary peoples
- ✓ Women, girls, Two Spirit, trans, and non-binary peoples living with disabilities
- ✓ Two Spirit, lesbian, gay, bisexual, trans, queer, questioning, intersex, pansexual, androgynous, and asexual (2SLGBTQI+) peoples

ABOUT ECONOMIC DEVELOPMENT GRANTS

Economic Development grants will support organizations offering programs for women, Two Spirit, trans, and non-binary people in one of four areas:

- Self-Employment and Business Acceleration
- Workplace Navigation and Inclusion
- Trades and Technology
- Networks Grants

The size of the grants can be up to a maximum of **\$65,000** annually for **4 years**. The Foundation anticipates investing in **10 programs**. The selection process will attempt to ensure that the range of funded programs is geographically representative of the total group of applicants and serves diverse populations of women and Two Spirit, trans, and non-binary people.

Please note that we will only accept **one application** from an organization for a multi-year economic development grant. Proposals will be considered from organizations that can demonstrate success in improving economic outcomes for participants.

The Foundation uses the Sustainable Livelihoods model¹ to frame its economic development grant-making work. The purpose of our grants in this area is to invest in programs that work with communities working in the early stages of the Sustainable Livelihoods Framework.² We understand that programs and organizations may work with individuals who move back and forth through the early stages, and that individual economic journeys are not linear.

For more information, please watch [Sustainable Livelihoods Framework for Women Webinar](#) and read more at canadianwomen.org.

OVERALL ELIGIBILITY FOR ECONOMIC DEVELOPMENT 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 your proposal. 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

¹ The Sustainable Livelihoods model was originally developed at the University of Sussex in the United Kingdom. The model has been adapted for economic development work with women in Canada and is based on an approach that builds the assets (social, financial, physical, human, and personal) required to develop a sustainable livelihood. Working in partnership with grantees and funding partners, the evaluators will design and implement a formal multi-year evaluation strategy. For more information, please read "*Women in Transition Out of Poverty: An Asset-Based Approach to Building Sustainable Livelihoods*" found on the Foundation's website: www.canadianwomen.org

² "The Sustainable Livelihoods framework is based upon the concept that women are vulnerable to poverty and social exclusion when they have a limited range of assets. Assets are the building blocks of a sustainable livelihood. When women are supported to create the conditions for economic participation, they can build their assets and gradually begin to transition out of poverty and towards a sustainable livelihood, which we define as "long-term financial security." At this point, their livelihood is sustainable over the long-term because they have developed a strong foundation of assets, making them much less vulnerable to falling back into poverty."

charitable purposes intended. They will be required to sign a letter of agreement and work in partnership with the organization delivering the project.

SPECIFIC ELIGIBILITY FOR ECONOMIC DEVELOPMENT GRANTS

Self-Employment Training and Business Acceleration

The Foundation will consider comprehensive self-employment training and accelerator programs that support participants to explore entrepreneurship as a career option, to create business plans, and launch new businesses. Programs that are geared toward business growth and acceleration, and provide one-on-one coaching, financial management training, access to loan funds, and customized marketing and sales training, will also be supported.

Priority will be given to programs that:

- Offer a strong self-assessment and business readiness component aimed at strengthening business viability and financial security
- Offer a clear and well-developed curriculum plan that ensures participants understand the multiple facets of self-employment
- Provide opportunities to build networks and wrap around supports
- Demonstrate the ability to adapt and modify curriculum to respond to participant need

Workplace Navigation and Inclusion Programs (open to charitable organizations/qualified donees and social enterprises operated by charitable organizations)

The Foundation will consider funding workplace navigation and inclusion programs for women and Two Spirit, trans, and non-binary people. We will consider programs that support participants to develop transferrable skills that will enhance their capacity to enter the workforce and that offer job-seeking and workplace navigation supports. We will also consider applications from charitable organizations running social enterprises³ that provide on-the-job training and workplace navigation supports.

We will consider:

| Programs run by charities or qualified donees that: | Social enterprises operated by charitable organizations that: |
|--|--|
| <ul style="list-style-type: none"> • Ensure program participants gain transferable skills to enhance their abilities, confidence, skill level, and capacity to enter the workforce • Recognize the importance of self-advocacy, mentorship, and inclusion in employment opportunities • Provide core skills such as interviewing, resume building, networking, and other wrap around supports | <ul style="list-style-type: none"> • Create long-term accommodating employment and training options for participants with multiple barriers to employment • Provide participants with a livable wage, develop marketable skills, and contribute to the economy • Offer a flexible work environment, wrap around supports, employment counselling and links to the workforce |

³ A social enterprise is a business operated by a charity or non-profit organization that sells goods and/or services in the marketplace for the dual purpose of generating income and achieving a social, cultural and/or environmental mission. The Foundation will consider applications from charitable organizations running social enterprises that provide employment and workplace navigation training to women and Two Spirit, trans, and non-binary people.

Trades and Technology Programs

The Foundation will consider funding programs that support participants to explore and participate in the trades and technology field including in trade and technology readiness programs, leading to job placements in the skilled trades or technology sector, apprenticeships, or further training. The programs selected will represent the most promising approaches to working with women and Two Spirit, trans, and non-binary people facing multiple barriers and who are living on low incomes.

We will consider:

- **Pre-apprenticeship and trades/technology bridging programs:** programs that help to determine compatibility and readiness for the trades and technology sector and offer training and academic upgrading that builds skills and enables participants to enter trade and technology training or apprenticeship programs
- **Employment and retention supports:** programs providing assistance with job searches, wrap around supports, linking participants to jobs and job retention support for as long as needed; can include resources required to establish partnerships with employers and develop recruitment and retention strategies including improving the work environment and conditions for women and Two Spirit, trans, and non-binary people.

Please note that we will not fund formal apprenticeship programs.

Priority will be given to programs that:

- **Include a comprehensive recruitment and assessment phase** that helps participants determine compatibility and readiness for the field and aids in career decision-making
- **Provide opportunities to build networks** and provide supports for potential employers
- Ensure **wrap around** supports for full participation
- **Can show evidence that there are job opportunities or apprenticeships available** to participants in the selected sector(s)
- **Can demonstrate support from the selected sector(s)** and partnerships between the organization, training institute, placement sources and/or potential employers

Network Grants

The Foundation will consider funding organizations that provide sectoral resource sharing, capacity building or training opportunities, and knowledge mobilization by regional, provincial, or national groups, in particular groups working on decent work⁴. We will consider funding organizations that work

⁴ Decent work “involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity.” - International Labor Organization

directly with these pillars of decent work⁵, *rights at work, social protection, and the exchange of information on economic issues.* ⁶

Priority will be given to organizations that provide:

- Opportunities for **systems change with an intersectional lens**
- **Policy work/leadership** on economic security and justice that actively involves women and Two Spirit, trans, and non-binary people who have experienced barriers to employment and economic security
- **Advocacy** that aims to address systemic barriers and full economic participation of women, Two Spirit, trans and non-binary people
- **Education and action** that actively involves women and Two Spirit, trans, and non-binary people

To review a list and brief description of previous economic development grants, please visit the Foundation's website here: <https://canadianwomen.org/our-work/learn-about-funding/>

PROCESS & TIMING

APPLICATION DEADLINE

The deadline to submit applications is **Thursday, April 14, 2022, at 11:59 pm (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 detailed workplan, budget and partner letters. All applicants will be notified as to whether they will pass to the second stage by email within 5 weeks following the due date for the LOIs.

ECONOMIC DEVELOPMENT GRANTS ADVISORY COMMITTEE

Canadian Women's Foundation staff and a committee of community volunteers and donor partners from across the country reviews the proposals. The committee makes recommendations to the Foundation's Board of Directors about which organizations to fund. The Board of Directors gives final approval to all grants awarded.

Committee recommendations are informed by the strength of the application, i.e., the extent to which the application aligns with the criteria outlined above and regional distribution.

⁵ Find out more about Decent Work here: <https://www.ilo.org/global/topics/decent-work/lang--en/index.htm> and more about Women, Decent Work and Canada's Fractured Economy here: <https://canadianwomen.org/wp-content/uploads/2020/07/ResettingNormal-Women-Decent-Work-and-Care-EN.pdf>

⁶ More on the pillars here: <https://www.ilo.org/global/topics/decent-work/lang--en/index.htm>

APPLICATION REVIEW TIMELINE

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|---|-------------------------|
| Letters of Intent Due | April 14 2022 |
| Invitations to 2 nd Stage | Week of June 6 2022 |
| Full Proposal Due | Week of July 18 2022 |
| Application Review & Shortlisting | August - September 2022 |
| Committee meeting for final selections | September 2022 |
| Site Visits | Month of October 2022 |
| Applicants notified (acceptance/declines) | November 2022 |
| Grants Awarded | January 2023 |

FOR FURTHER ASSISTANCE

SUPPORT DOCUMENTS FOR APPLICANTS

Before starting your application, please read the instructions for applicants, and the FAQ section on our website: <http://canadianwomen.org/economic-development-grants-2022>

REGISTER FOR OUR WEBINARS

- [Economic Development Grants: What You Need to Know](#) - March 15 & 16 at 1:00 pm EST (EN)
- [Ce qu'il faut savoir sur les subventions développement économique](#) - 15 & 16 mars à 13h00 (FR)

CONTACT US

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THANK YOU TO OUR SUPPORTERS

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Ricki's, Scotiabank, CIBC, RBC, TD, Canadian Western Bank, Lancôme, Groupe Dynamite



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada

Canada 

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