

A. GETTING STARTED

1. Are you? ☒ New Applicant ☐ Returning Applicant
2. Select the kind of Community Grant you are applying for: ☐ General Grant (Operating) ☒ General Grant (Programming)
☐ Recreational Sport Grant ☐ Fee Waiver
3. Amount you are requesting: \$10,695.00 ☐ In-Kind (check if applicable)
4. Total cost of the project/event/program etc.: \$12,895.00
5. If you are a returning applicant and are requesting an increase over your last year grant amount awarded, please provide a rational for the increase.

n/a

6. If you are applying for a General Operating Grant, please describe how this grant will be used to offset costs incurred to operate the organization.

n/a

B. GETTING TO KNOW YOU

1. Applicant Type:

☒ Local Registered Non-Profit Society

Society No: 12302

Date of Incorporation: 1976-04-23

☐ Registered Charity Charitable No: _____

☐ National/International Non-profit operating locally

Society No: _____

Date of Incorporation: _____

☐ Sport or Recreation Organization

☐ Other Specify: _____

2. Organization Name: MOSAIC

3. Organization Street Address: 5902 Kingsway, Burnaby BC V5J 1H2

4. Website (if applicable): www.mosaicbc.org

5. Grant Application Main Contact Person:

Name: Darae Lee

Phone: (c) 604 345 7782

Email: dlee@mosaicbc.org

6. Alternative Contact person:

Name: Sherman Chan

Phone: 604 254 9626

Email: schan@mosaicbc.org

C. THE PROJECT/EVENT/PROGRAM*

1. Name of the Project/Event/Program: BIPOC voices on racism and how to become more anti-racist.

2. Project/Event/Program Location (physical street address or event location):

The program will be virtual.

3. Project/Event/Program Start Date: 2020-10-22

4. Project/Event/Program End Date: 2021-03-04

D. PURPOSE OR BENEFIT*

1. Describe the purpose or goal of the project/event/program.

In recent years the world has seen more incidents of discrimination around race, faith and COVID-19 has also brought negative sentiments towards Asian population. The Black, Indigenous and People of Colour (BIPOC) voices will talk on racism and how it presents in the community. The program will help the Burnaby Community increase awareness on racism and guide the participants to take responsibility and become more anti-racist. We know that dialogue, education and relationship building among Burnaby residents is important to eliminate racist behaviors and create harmony. Harmony that will provide a safer society for all members of Canada's ethno-cultural, racial and religious mosaic, a Canada where all feel included. The program will target the general population, but especially the curious, the passive bigot or racist members in the community. The trainings will provide the public with a space to learn and understand anti-oppression, impacts of settler colonialism, active bystander and allyship in personal / professional lives to combat racism and to support those experiencing it. Lastly, how to develop anti-racism skills and competencies for systemic social change.

2. Describe the project/event/program, and the activities.

The program consists of

1. Two hour webinar presenting BIPOC panelists to talk about racism and ways it presents and how the community can become anti-racist. The presenters will represent indigenous and black communities.

The event will increase awareness of how racism present itself and how the community can become anti-racist.

2. Monthly trainings will follow the panel to educate the community to take responsibility and become anti-racist.

- a) From Bystander to Allyship
- b) Understanding Impacts of Settlers Colonialism in Canada
- c) Developing Anti-racism skills and competencies for systemic social change

3. Describe how this project/event/program will benefit residents of Burnaby (who will benefit). How many Burnaby residents will be involved with or benefit from the project?

As we know racism is influenced by history, social, economic, gender, age, ability, religion, skin colour; ethnic factors and takes different forms in different contexts. Racism comes from a false set of beliefs of superiority, power and privileges. While those considered inferior experience discrimination in forms of physical violence and racial discrimination that can be seen in the everyday life. The program will bring the community together to learn from BIPOC voices themselves to have an open learning experience on how incidents of racism presents and what the community can do to gain solidarity and measures to take the responsibility needed to eliminate discrimination affecting racialized communities and produce a social change.

The target audience will be local community residents, volunteering and/or working in Burnaby (front-line workers of settlement service organizations, service providers, businesses, educational institutions). The training sessions will provide education and understanding of settler colonialism, learning how they can move from being an active bystander and become an ally; and how to develop competencies for systemic social change to make Burnaby the most inclusive and welcoming municipality.

The program will happen between November 2020 and March 2021.

4. Describe how the project/event/program aligns with one or more of the following ([Official Community Plan](#), [Social Sustainability Strategy](#), [Economic Development Strategy](#), [Environmental Sustainability Strategy](#)):

As defined by Omann and Spangenberg “social sustainability focuses on personal assets including education, skills, experiences, and comprises every citizen’s right to actively participate in his/her society as an essential element”. This program aligns with the official community plan as social sustainability deals with challenging issues that are hard to talk about; have serious implications for the long-term health and to create a livable community. Activities proposed are important to raise awareness of racism in the community and provide learning opportunities to recognize values of Individuals, gain the skills to become anti-racists making Burnaby more social sustainable. The proposed program will increase human capacity and allow them to contribute to their own wellbeing and to the wellbeing of the community as a whole.

Also, this program meets the community plan paragraph 4.9 as it highlights the importance of building social community capacity to generate relationships, networks and norms that encourage collective action to meet challenges faced by racialized minorities and improve the quality of life of residents.

5. Identify your community partners or stakeholders – you may also include letters of support for your project/event/program from these groups as part of the application.

For this program we will work with the Burnaby Intercultural Planning table through the Intercultural Connections Working Group members that groups representatives from settlement service organizations, Fraser Health, educational institutions, Interfaith groups, community groups and other service providers. (attached letter from the BIPT).

6. If the amount requested from the City of Burnaby is not fully granted, what would you do to make up the difference and/or how would you proceed differently?

If we are not successful with this grant we will have to reduce the number of trainings.

E. EVENT OUTCOMES*

1. How will you know if your project/event/program reached its goals? (for example, a goal of engaging youth in environmental activities might include reaching a set target of youth participants)

The program addresses racism, and the difference more it presents itself. We will know the program has reached its goal when at least 60% of attendees who participated in the evaluation survey indicate they have increased their awareness and understanding on the topic. Also, 50% of attendees indicate that they live, work and/or play in Burnaby.

2. What data and feedback do you collect from your audience/participants? How do you evaluate your programs and services?

Registrations will capture number of attendees and postal codes of where they live, work and play. Post-events evaluation survey will capture feedback from attendees on content and quality of the presentations, importance of the topics and learnings from the panel and the trainings.

Applicants for **Recreational Sport Grants** are not required to complete sections **F**, and **H** (marked by two asterisks **).

F. LONG TERM VIABILITY**

ATTENTION: The grant program is intended to support new organizations and encourage organizational self-sufficiency, while creating a framework of financial sustainability rather than using City resources as an indefinite funding source. It is requested that your organization develop a diverse funding income base and seek alternative methods for self-sufficiency to ensure your organization’s long-term operational sustainability.

1. What are your sources of revenue? What percentage of total revenue do they each represent?

<u>Source of Revenue</u>	<u>% of Total Revenue Previous Year</u>	<u>% of Total Revenue Current Year</u>
Earned Revenue (All ticket sales, registration fees, memberships, etc...)	14	20
Grants (All federal, provincial, municipal, foundation and gaming grants)	85	78
Donations and Sponsorships (Cash)	1	1
Donations and Sponsorships (In-kind)		
All donations (cash/in-kind) provided by the City of Burnaby		

2. What other sources of funding are you currently pursuing? Does the organization have a plan for diversification and increase of revenue over the longer term? If yes, please provide a copy of the plan or describe the primary objectives and strategies.

Diversification of funding is one of MOSAIC's 5 year strategic action plans. MOSAIC will increase and diversify the funding available to meet the evolving needs of our clients. MOSAIC will increase gross and net revenues from corporate partners, foundations, individual donors, social enterprises and new government sources.

3. Please identify the cash value (\$) of all City of Burnaby contributions your organization/program/event has received from the City of Burnaby over the past three (3) years. Additionally, please indicate any other City of Burnaby grant opportunities you will be pursuing in the current year. Failure to identify City of Burnaby contributions may affect your eligibility for grants in the present year and in the future.

	3 years ago	2 years ago	1 year ago	Current Year	
				Awarded	Requested
Grant - Cash					
Grant - In-kind					
Permissive Tax Exemption					
Lease Grant	\$8630.98	\$15401.90	\$15707.00	\$16023.40	
Other	\$13012.00	\$13012.00	\$5916.00		

4. Describe the top 3 goals for the organization in the current year.

Goal 1:

Advocate for inclusivity

Description:

MOSAIC will advocate for and engage communities in the creation of a just and inclusive society.

Goal 2:

Enhance our services

Description:

MOSAIC will enhance the scope and depth of our services to respond to clients' evolving needs locally, provincially and nationally.

Goal 3:

Enhance our work environment

Description:

MOSAIC will be the employer of choice within the social services sector.

5. Please complete the following:

	Previous Year	Current Year
Number of volunteers (including Board)	553	522
Volunteer hours per year	9,484.37	4,131.75
Number of voting members	116	130

6. How does your organization work to ensure that programs and services are accessible and inclusive for anyone who has an interest regardless of age, ability, orientation, ethnic/cultural background, socio-economic status? Please share examples and success stories of inclusivity and diversity within your organization and programming. (750 Characters Max)

MOSAIC is committed to ensure any programs, services, projects and other activities carried out are accessible to everyone and no one is left aside regardless of age, ability, creed, gender, sex orientation, ethnic or cultural background or socio-economic status.
MOSAIC has comprehensive policies and procedures in place. For example, MOSAIC's Principle policy 8, Identification of Access Barriers clearly states "The organization works towards the systematic reduction of barriers to services at all levels so as to ensure equitable delivery of services to all clients." MOSAIC is also CARF accredited and all programs review service barriers and accessibility twice a year in their program meetings and follow through with action plans.

G. INSURANCE AND ACKNOWLEDGEMENT

1. Does your organization have general liability insurance? ☒ Yes ☐ No

2. If yes, what coverage?

Commercial general liability including cross liability, contractual liability- \$5,000,000

3. If awarded a grant, how will your organization acknowledge the contribution from the City of Burnaby?
(maximum 500 characters)

If the grant is awarded MOSAIC will recognize the funding placing the City logo in all materials produced for the webinar and training sessions. It will also recognized the contribution by adding the City logo in the website where we present all our partners.

H. OPERATING BUDGET FOR ORGANIZATION or PROJECT/EVENT/PROGRAM**

Please identify if you are providing information for the entire organization or a specific project/event/program	<input type="radio"/> Organization <input checked="" type="radio"/> Project/Event/Program
For the Fiscal Year:	2020-2021
Month Fiscal Year Begins:	April

REVENUES	Prior Year Actual	Current Year Budget	Current Year Confirmed? Y/N	Brief Descriptions/ Comments (type of grant and funding period)
Federal Government (Specify)				
1.				
2.				
3.				
Provincial Government (Specify)				
1.				
2.				
3.				
Local Government (Specify)				
1. City of Burnaby		10695	N	Community Grant
2.				
3.				
Sponsorships (Specify)				
1.				
2.				
3.				
Earned Revenue				
1.				
2.				
3.				
Fundraising (Net Revenue)				
Individual Donations				
In Kind Sources		2200	Y	Contribution from BIPT,MOSAIC,SUCCESS
Investment Income				
Other Sources (Specify)				
1.				
2.				
3.				
Total Revenue		12895		

Expenditures	Prior Year Actual	Current Year Budget	Brief Descriptions/ Comments (type of grant and funding period)
Total Compensation Expense		1200	BIPT Coordinator
Office Supplies & Expenses			
Program & Event Supplies			
Advertising & Promotion		500	Events promotion
Travel & Vehicles Expenses			
Interest and Bank Charges			
Licences, Memberships, & Dues			
Occupancy Costs			
Professional & Consulting Fees		9800	panelists, trainers and ASL interpretation
Capital Purchases & Improvements			
Amortization of Capitalized Assets			
Donation, Grants, & Scholarship Expense as part of Charitable Activities			
Education and Training for Staff & Volunteers			
City Services Expenses (Specify)			
1.			
2.			
3.			
Other Expenses (Specify)			
1. admin fee15%		1395	
2.			
3.			
4.			
5.			
Total Expenditures		12895	
CURRENT SURPLUS (DEFICIT)		-12895	