



Diversity, Equity and Human Rights Grant Program

Application Deadline: April 30

DEHR =
DIVERSITY, EQUITY
AND HUMAN RIGHTS



The Alberta
Teachers' Association

Realizing possibilities in public education

Grants supporting the development of inclusive schools are administered by the ATA's Diversity, Equity and Human Rights Committee. These grants support the Association's vision of a public education system committed to educating all children well in an inclusive school setting.

An inclusive learning community reflects the principles of respect for diversity, equity and human rights, and fosters and supports the intellectual, social, physical, emotional and spiritual development of each child. Such communities are characterized by cooperation, caring and respect, and reflect a commitment to racial harmony; gender equity; First Nations, Métis and Inuit education; the alleviation of poverty; peace and global education; the prevention of violence; and respect for all people.

The maximum amount available for each project is \$2,000 for projects during the upcoming school year.

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Purpose of the Diversity, Equity and Human Rights Grant Program

The purpose of the grant program is to sponsor innovative projects that build inclusive learning communities and promote the principles of diversity, equity and human rights as summarized below.

1. **Diversity** implies acceptance of and respect for all people.
2. **Equity** is the fair treatment of all people and equitable opportunities for everyone to reach their full potential. Equity also means a commitment to social justice and recognition of how relations of power in institutions and society oppress and marginalize particular groups or individuals.
3. **Human rights** are the equal and inalienable rights and responsibilities of all persons to live in a free, just and peaceful society without regard to ethnicity, religious beliefs, colour, gender, sexual orientation, gender identity, physical characteristics, ability, age, marital status, family status, ancestry, place of origin, place of residence, social class, or socioeconomic or linguistic background.

Criteria for Grant Projects

1. Projects must focus on education or communication and should advance knowledge, develop skills and foster inclusive behaviour among students, teachers, and the community. Some suggestions for project themes include:
 - Antiracism education
 - First Nations, Métis and Inuit education
 - Gender equity
 - Intercultural education
 - Peace and global education
 - Poverty issues
 - Sexual orientation, gender identity, physical characteristics, mental ability, ancestry
 - Violence prevention
2. Projects must reflect the principles of diversity, equity and human rights listed on the previous page.
3. Projects must be sustainable; which is to say that they should be designed to have a lasting impact on students, teachers, and the community.

Project proposals that will **not** be considered include

- a) **one-time** events that are not linked to a broader school or local action plan;
- b) materials or services **ordinarily** purchased with school or local funds (salaries, substitute costs, textbooks, capital equipment and technology);
- c) projects that support fundraising events;
- d) funding for individual teacher professional development; and,
- e) funding for locally developed courses.

Please note: Depending on the number of applications received each year, diversity libraries are unlikely to be funded as books are considered resources normally purchased by schools.

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Application Guidelines

Grants are awarded on the basis of how well the projects meet the criteria of the Diversity, Equity and Human Rights Grant program.

1. Projects will be approved for funding by the Diversity, Equity and Human Rights Committee based on how well they meet the purpose and criteria outlined above.
2. Grant applications must include a description of the project, goal(s), evaluation procedures, timeline and budget. Include any other sources of funding. The project must occur during the upcoming school year.
3. One-half of the grant will be paid in the spring or the fall following the approval of the grant application.
4. An accounting and evaluation report is required on completion of the project, after which the balance of the grant will be paid. Criteria for the final report will be shared with successful applicants. Final reports are due by May 31 of each year.
5. Only one application per school will be considered each year. In addition to applications submitted by schools in a local's corresponding school division, each local may submit one application per year for a project organized by the local or its committees.

Application deadline: April 30

There are two ways to complete and submit your application form.

1. Complete the online application form at www.teachers.ab.ca. Advocacy > Advocacy for students > Diversity, Equity and Human Rights (DEHR) > Grants.
2. Or fill out the form included in this booklet. Submit the completed application to DEHR@ata.ab.ca or mail (DEHR Grants c/o Professional Development, Alberta Teachers' Association, 11010 142 Street NW, Edmonton AB T5N 2R1).

APPLICATIONS MUST BE RECEIVED BY 5:00 PM ON APRIL 30.
LATE APPLICATIONS WILL NOT BE ACCEPTED.
PLEASE DO NOT SCAN PAGES 1 TO 4 WHEN SUBMITTING.

Contact

If you have questions or would like more information, please contact
Diversity, Equity and Human Rights Grants

Alberta Teachers' Association
11010 142 Street NW
Edmonton AB T5N 2R1

Phone: 780-447-9400 or
1-800-232-7208

E-mail: DEHR@ata.ab.ca

➤ The personal information on this application is collected according to the *Personal Information Protection Act* of Alberta. It will be used to administer the grant application process and to communicate with you regarding same.

Should you have any questions, please review the ATA's privacy policy at teachers.ab.ca or contact the ATA's privacy officer at 780-447-9400.

➤ Please keep a copy of your application for your records.



Grant Application Form

Project date/year:

Project title:

Name of contact person submitting application:

School:

Address:

City/Town:

Postal Code:

E-mail:

Phone:

Principal Name:

Principal E-mail:

School Division:

ATA Local:

Is your ATA Local involved with planning or organizing this project?

Yes

☐

No

☐

PLEASE PROVIDE THE FOLLOWING INFORMATION. Pay close attention to word maximums:

1. What is your goal? What specific issue or need are you attempting to address through your project? (50 words maximum)

2. How do you plan to address this issue? Please provide a brief description of the activities that you plan to undertake to accomplish your goal. (100 words maximum)

3. What is your timeline? Please provide a general overview of the sequence of major steps, milestones and events required to complete your project. (100 words maximum)

4. Who will be involved in your planning and activities? Please include the names of individuals (if possible) and groups from your school, local, division or community that will be involved in your project. (100 words maximum)



5. What is your anticipated budget? Please provide an itemized list of anticipated funding sources and expenses (including approximate dollar figures) and a total project cost. (100 words maximum)

Please note: A financial summary of funds collected and used is required as part of the final report that must be submitted after your project is completed.

6. How will you evaluate the success, impact or completion of your project? (50 words maximum)

