



THE HORNER FOUNDATION

Greater Victoria, BC: 2019-2021 Funding Stream Capacity Building for Youth Serving Organizations

Total Expenditure: \$50,000 CAD over two year grant cycle

Target Grant: Up to \$4000 CAD over two years

Regional Leads: Tracy & Jay Cullen

Strategy: This funding stream will provide funding for organizations to build capacity of boards, internal leadership, governance structures and/or program offerings. It is intended to support conversations about inclusivity, equity, reconciliation and relationship building between cultures and across ages. Proposals for one-on-one support, coaching, mentoring and relationship building to support deep organizational change are encouraged.

Types of Organizations that should apply:

- Not for profit organizations in the Greater Victoria¹ region
- Priority will be given to organizations who currently work with underserved youth aged 10-19 years (middle and high school)
- Organizations must have interest in improving their capacity to collect, understand, and use data for ongoing improvements and stronger results

Two Funding Themes:

1. Youth Engagement
 - Including youth meaningfully in the structure of a program and/or organization takes time and intention. Reference [Hart's Ladder of Youth Engagement](#).
 - Funding can be used for workshops, in-person trainings, discussion circles, communities of practice, as well as direct time required to talk with young people to facilitate the work of internal change, in order to integrate youth meaningfully in organizational structures and/or decision making.
 - Applicants may request dollars to support initiatives/projects such as, but not limited to:
 - [Youth Program Quality Initiative \(YPQI\)](#)
 - Helping Youth Programs Excel (HYPE) Conference

¹ <https://maps.crd.bc.ca/Html5Viewer/?viewer=public>

- Youth Civic Engagement Initiatives
- Youth Council Plan Development
- Development of a Youth Engagement Strategy
- Youth Caucusing
- Explorations of power-sharing with youth within an organization

2. Cultural Humility² & Anti-racism Training

- Funding can be used for workshops, in-person trainings, discussion circles, communities of practice, as well as direct time required to build relationships with cultural leaders and teachers, and to work towards an inclusive and safe workplaces for all.
- Applicants may request dollars to support initiatives/projects such as, but not limited to:
 - Racial Caucusing
 - Newcomer Inclusion Workshops and Trainings
 - Experiential Workshops and Trainings
 1. Public Health Services Authority San'yas training
 2. Blanket Exercise Workshop by KAIROS Canada
 3. [Indigenous Perspectives Society](#) trainings
 4. "Building Bridges by Understanding the Village" workshop by Kathi Camelleri
 5. Others

² Cultural humility is a process of self-reflection to understand personal and systemic biases and to develop and maintain respectful processes and relationships based on mutual trust. Cultural humility involves humbly acknowledging oneself as a learner when it comes to understanding another's experience. <http://www.fnha.ca/wellness/cultural-humility>