

Black Opportunities Fund 2025

Supporting UTM's departments and units in amplifying Black communities' creativity, visibility, and brilliance through projects that address inequities and enhance the experiences of Black staff, faculty, librarians, instructors, students, and caretakers.

Funding Period:

February 1, 2025- April 30, 2025

Application Deadline:

Friday, January 10, 2025



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About the Black Opportunities Fund

The Black Opportunities Fund UTM (BOF) is a resource to support the University of Toronto Mississauga's departments and units in amplifying the creativity, visibility and brilliance of UTM's Black communities through projects that address inequities and contribute toward positive experiences for UTM's Black staff, faculty, librarians, instructors, students, and caretakers.

Funding is available from \$500- \$3000 for projects implemented between February 1, 2025, and April 30, 2025. Please read the guidelines below to understand the Black Opportunities Fund.

The University of Toronto Mississauga created the [Black Opportunities Fund](#) (BOF) in 2023 to support the development of innovative initiatives to address anti-Black racism within various UTM departments, divisions, units and areas. The BOF is an extension of [Black at UTM](#). It is also a result of conversations with UTM's Black students, staff, faculty, librarians, instructors, and caretakers across the university regarding creating a more impactful and lasting change to how programming, policies, and services are designed for UTM's Black community, focusing on new and innovative projects.

The Black Opportunity Fund is administered by the Office of Black Initiatives (OBI), located within the Office of the Vice-President and Principal at UTM.

Applicants should be mindful that:

- The Black Opportunities Fund aims to diversify the types of projects funded to ensure new initiatives get support.
- Past Black Opportunities Fund recipients who reapply will only be considered if their application expands the initiative's offerings.
- Securing other sources of revenue and making all attempts to be financially sustainable without ongoing reliance on the BOF.
- Projects seeking continuous funding beyond April will not be considered.
- Funding will only be given to projects implemented and with direct involvement and benefit to UTM's Black communities.
- The benefits to UTM's Black communities must be clearly articulated for projects with participants who are not UTM members.
- The committee has the right to fund all or partial line items within the budget within the parameters of the Fund Agreement.
- Additional sources of funding will not impact the value of the application.

Available Funds and Flow of Funds

The available funding for any proposed project ranges from **\$500 to \$3,000**. Applicants are only eligible for funding for a maximum of one application. **The funding period is February 1, 2025, to April 30, 2025.**

The Black Opportunities Fund (BOF) will work with successful applicants to establish the flow of funds in accordance with the University of Toronto Mississauga's Financial Information and Processing Support (FIPS) regulations.

Due to limited funds, the Fund Review Committee may provide partial funding, with a rationale outlined in the Notice of Funding Agreement. As a key next step, Black Opportunities Fund recipients must attend an FIPS workshop to outline the guidelines on financial processing. The award recipient(s) must acknowledge acceptance of the BOF award, including the "Terms and Conditions," upon signing the "Notice of Funding Agreement" and returning the document to black.utm@utoronto.ca.



Black students at the UTM Black History Month Launch-February 1, 2024. Funded by the Black Opportunities Fund

Eligibility

Funding is available to departments and units, as well as individuals at the University of Toronto Mississauga that:

- Provide services or programming to UTM's Black-identifying staff, faculty, librarians, instructors, students, and caretakers.
- Are employed by the University of Toronto Mississauga.
- Have project proposals that can be implemented during the funding period (February 1, 2025, to April 30, 2025)

Eligible applicants may be:

- **Single applicants** – applying solely for their respective departments and units or specifically for projects within their role at UTM.
- **Joint applicants** – two or more departments and units or individuals across UTM involved in the exploration or development of the project.

Eligible Expenses

Expenses for Project funding can include:

- Project costs include workshop and meeting costs, speaker honoraria, venue-related expenses, equipment, marketing and communications.
- Purchased services such as consultants/contractors/subject matter experts specifically concerning project delivery.
- Evaluation costs include project evaluation, survey administration, focus groups, and evaluation reporting.
- Up to forty percent (40%) of the total hospitality costs requested should be directly associated with project delivery and catering to UTM members. The applicant's department or unit must cover sixty percent (60%) of hospitality costs.

Ineligible Expenses

Expenses for Project funding cannot include:

- Administrative costs (e.g. professional development for management and administrative staff, operational costs, staff and work-study student pay and benefits).
- Costs (e.g., loans, grants, or scholarships) related to direct financial assistance in payments to individuals or families.
- Ongoing occupancy costs.
- Services covered by the University of Toronto's Division of People Strategy, Equity and Culture.
- Digital and print marketing expenses exceeding \$600.
- Cost of alcoholic beverages.
- Transporting guests and performers and parking outside of, to and within UTM.

Funded Theme Areas

The Black Opportunities Fund is designed to fund various initiatives and projects benefiting the UTM's Black community.

From mentorship and health literacy-related programs to educational access and outreach initiatives to cultural celebrations, the BOF is committed to supporting projects that uplift and empower UTM's Black individuals and communities.

The funding will ensure that these projects have the resources to make a lasting impact and drive change at the department, unit, and institutional levels.

Building Capacity

Supporting leadership and advancement opportunities for UTM's Black staff, faculty, librarians, instructors, students, and caretakers. Projects showcase effective practices addressing anti-Black racism and highlight best practices in increasing access, leadership and skill-building opportunities.

Projects can include (but are not limited to) training and workshops, knowledge-sharing exchanges between departments and units, mentorship programming, and developing engagement resources.

Growing Community

Providing opportunities for meaningful engagement and mobilization of UTM's Black communities. Projects strengthening partnership building, networking, and cultural exchanges.

Projects can include (but are not limited to) Social and cultural events, cultural celebrations, festivals, expert panels to celebrate cultural heritage, roundtables and fireside chat sessions.

Deepening Understanding

Strengthening equity-based research and evidence to build understanding among departments, units and individuals. Projects help individuals elevate Black expertise and voices to remedy equity-deserving issues through awareness and collaboration.

Projects can include (but are not limited to) access and presentation of equity-based data, town hall and focus groups, workshops and training, and speaker series with the Black community.

Expected Outcomes

Projects must achieve one or more of the following results:

- Increase awareness, visibility and representation of UTM's Black staff, faculty, librarians, instructors, students, and caretakers at initiatives or events.
- Increase public awareness of policy issues related to anti-Black racism, race, equity, and the Black experiences of UTM's Black communities.
- Create opportunities to build solidarity and community with UTM's Black communities and supporters.
- Showcase UTM's Black communities in engaging and inclusive mediums.
- Increase the participation of UTM's Black students, staff, faculty, instructors, librarians, and caretakers on the campus.
- Increase knowledge and capacity within communities to address racism and discrimination.

Fund Award Recognition and Other Requirements

All successful applicants must publicly acknowledge the financial support from the Black Opportunities Fund and use the Black at UTM logo in all communications materials and promotional activities. Public acknowledgment text should state the following:

“The [TITLE OF YOUR PROJECT] was made possible through the financial support of the Black Opportunities Fund and Black at UTM.”

Additionally, successful applicants funded by the Black Opportunities Fund are required to:

- Complete a Notice of Funding Agreement.
- Collect and provide photos and videos from events and project-related initiatives related to Black at UTM and the Office of Black Initiatives.
- Funded projects will be required to complete a final report.
- To complete this report, projects must collect data according to their own Evaluation Plans. Evaluation Plans will vary from department or unit but should allow BOF recipients to report on (1) Project Activities and Outcomes, (2) Alignment with the BOF Funded Theme Areas and Expected Results, (3) Project Implementation, Impact and Sustainability, and (4) Data and Lessons Learned.
- Student groups seeking funding are not eligible under this fund. The Centre for Student Engagement funds student-led initiatives at the University of Toronto Mississauga. Please visit: <https://www.utm.utoronto.ca/utm-engage/student-groups/funding>.



“The funding from the Black Opportunities Fund helped overcome financial challenges and limitations that often restrict the extent to which mental health programs on campus can be tailored. This includes resources and materials such as handouts, food, and giveaways, enhancing student engagement.”

Health and Counselling Centre (HCC)



“The Black Opportunities Fund helped create a pilot program as a proof of concept to provide rationale and support for further expanding our Alumni Mentorship Program to connect Black-identifying students with Black alumni. It allowed us to partner with the Office of Advancement and Alumni Relations to foster meaningful connections between UTM's Black-identifying students and alumni regarding the anti-Black racism commitments (A.9, A.11).”

Centre for Student Engagement (CSE)



“The workshop participants enjoyed learning about the history and cultural significance of beadwork in Ghana. They also enjoyed the hands-on experience of creating waist beads, necklaces, and bracelets. This program was a gentle way for participants to learn about a cultural practice they were unaware of.”

Application Form

Applicant Information

First Name: _____ Last Name: _____

Department/ Unit: _____

University of Toronto Email: _____@utoronto.ca

Applicant Type:

- Staff
- Faculty / Instructor
- Librarian
- Caretaker
- Committee / Network

Project Information

Start Date:

End Date:

Project Name :

Project Theme Area(s): To be eligible for the Black Opportunities Fund, your project must align with one or more of the following three systemic-level focus areas:

- Building Capacity:** Supporting leadership and advancement opportunities for UTM's Black staff, librarians, or caretaking team and delivering or showcasing accountable and transparent practices across UTM systems to address anti-Black racism and impact systemic change.
- Growing Community:** Providing opportunities for meaningful engagement and mobilization of UTM's Black communities, strengthening partnerships, and supporting networking and mentorship opportunities for skill-building.
- Deepening Understanding:** Strengthen research and evidence to build understanding among inter-departmental units and individuals. Gain knowledge of disparities and challenges UTM's Black communities face and solutions to remedy equity-related issues. Create awareness and collaborations.

Project Outline

Objectives and Description of Project:

Your proposal should indicate the following: (1) The challenge or opportunity this initiative will address and why this initiative is meaningful and innovative in addressing anti-Black racism at UTM (2) Tangible benefits to the University of Toronto Mississauga's Black-identifying campus community; that includes administrative staff, students, librarians, caretaker and faculty; and (3) Alignment with the recommendations set out in the University of Toronto's Anti-Black Racism Taskforce Recommendation Report.

Tangible Benefits

How will your project improve the outcomes of self-identifying Black stakeholders at the University of Toronto Mississauga campus?

Experience in Leading anti-Black racism initiatives

Describe your experience leading and managing anti-Black racism initiative(s) as an individual, department, or group.

Project Management and Governance

Outline how the project will be managed and the roles of partners and leads.

Partnership and Collaboration

Include a list of the departments and units you envision engaging with to advance your project., and what support they will provide (either in-kind or monetarily)

Evaluation Plan

Please describe how you intend to monitor and report on your project's impact during the funding or implementation period. Project evaluation can be divided into three main types or methods: pre-project, ongoing, and post-project. These methods use various tools, such as interviews, focus groups, expert panels, case studies, SWOT (Strengths, Weaknesses, Threats, Opportunities) Analysis, cost-effectiveness, and cultural and social analysis.

Additional or Matching Funds

If your initiative is approved, please indicate if any additional funding will be used to support it.

Although limited funding is available, the Black Opportunities Fund encourages financial collaboration from applicants to implement their initiatives further.

No, this is the primary funding source for this initiative. **If no, please describe efforts from your department or unit to sustain this initiative beyond this initial funded period.**

Yes, additional funding sources will be used/matched for this initiative. **Please describe below and**

Proposed Project Budget

Budget Details

Please provide a detailed overview of all proposed project costs. This section must be consistent with the project outline. Only project-related expenses are eligible.

Line item	Requested Amount	Recommended Amount (BOF Committee will complete)
1. Consulting and/or facilitator fees		
<i>Please provide a detailed budget description:</i>		
<i>Comments (BOF Committee)</i>		
2. Printing and design costs		
<i>Please provide a detailed budget description:</i>		
<i>Comments (BOF Committee)</i>		
3. Meeting and Venue Fees		
<i>Please provide a detailed budget description:</i>		
<i>Comments (BOF Committee)</i>		
4. Participant Materials		
<i>Please provide a detailed budget description:</i>		
<i>Comments (BOF Committee)</i>		
5. Other Expenses (please specify):		
<i>Please provide a detailed budget description:</i>		
<i>Comments (BOF Committee)</i>		
Total Funding Requested/ Total Funding Recommended by BOF Committee		

Project Declaration

Proposal Signature

If funded, the signature below commits the relevant applicant to the Black Opportunities Fund's terms, conditions, and administration.

Applicant Signature

Date

Print Name

Declaration of Director or Supervisor

I certify that:

- I/ we will abide by the University of Toronto Mississauga's policies and procedures governing equity, diversity, and inclusion.
- I/we will use the grant only for the purpose for which it is awarded.
- The information in the application is complete and accurate, so our department can implement the proposed initiative if we receive funding.
- Should we receive funding, the budget information is appropriate and realistic for implementing this proposed initiative.
- I/we fully understand and accept this grant's reporting obligations and other deliverables, including submitting a final report/feedback within thirty (30) days of completing this fund.

Director/ Supervisor Signature

Date

Print Name

Director/ Supervisor Email

Frequently Asked Questions and Contact Info

What Are The Application Processing Times?

Complete applications will be accepted via email at black.utm@utoronto.ca on or before the **deadline of Thursday, December 19, 2024**.

Applicants will be notified of the funding decision in January 2025. Decisions will be made **4 to 6 weeks** after the application submission deadline. Please note that all decisions are final, and there is no appeal process through this funding program. Applicants must include a project duration and a detailed schedule with a completion date of April 30, 2025, and a final report to be submitted by May 30, 2025.

How Do We Choose Successful Applications?

We fund projects that have clear objectives and measurable results. Once screened for eligibility, your application will be evaluated based on the criteria below:

- The application demonstrates how the project contributes to one or more of the program themes and achieves one or more of the expected results.
- The applicant has the experience, human and financial management skills, governance structure, and capacity to successfully carry out the project based on past experience.
- The applicant has demonstrated the project need within UTM and how it will be addressed.
- The applicant has the resources to deliver the project on time and within budget successfully.
- The project activities are clearly described and are linked to their goals.
- The project is designed to effectively reach its target audience, beneficiaries, and participants.
- The proposed budget is detailed, reasonable, and balanced. It considers the efficient and effective use of funds and must indicate whether the project can continue even if the Black Opportunities Fund can only allocate partial funding.
- The applicant agrees to fulfill the Black Opportunities Fund recognition requirements.

Questions and Contact

For further information, please get in touch with black.utm@utoronto.ca.

