

# Organizing Against Racism and Hate (OARH) Program Guidelines March 2010

## **What is it?**

A part of the EmbraceBC initiative, the Organizing Against Racism and Hate (OARH) program is a locally-driven initiative to develop community capacity and skills, foster community engagement and build community action and sustainability plans to address racism and hate.

OARH is a progressive three year, three step program:

### **YEAR 1:**

#### ***Step 1 - Community Capacity***

Communities build their skills and capacity to increase community awareness of the presence of racism and hate and the importance of local actions.

### **YEAR 2:**

#### ***Step 2 - Community Engagement***

Communities work to foster community engagement to discuss both the issues of racism and hate, and explore community solutions.

### **YEAR 3:**

#### ***Step 3 - Community Organizing***

Communities work to establish a community action and sustainability plan to address racism and hate.

## **What funding is available?**

For each Step, \$20,000 in funding is available for the delivery of the project, for a total of \$60,000 over the three years.

<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
\$20,000	\$20,000	\$20,000

## **Who is it for?**

A key principle of this program is that activities should be undertaken through a collaborative process; therefore applications must be submitted on behalf of a Community. A Community is defined by geography and may focus on municipal or regional level. For example, small communities in established economic development regions may wish to combine their efforts at the regional level.

Part of the goal of OARH is build capacity within Communities all around British Columbia to begin addressing Racism and Hate. Often, Communities located in more remote, rural areas of British

Columbia have less opportunity and sometimes lack the infrastructure and capacity to access funding and support to address difficult social issues such as Racism and Hate.

It is for this reason that OARH is currently focused on Communities **outside** of Metro Vancouver and the Capital Regional District who have not previously completed the OARH (formerly known as the Critical Incident Response Model (CIRM)). Those communities who participated in but did not complete the CIRM **are eligible** to apply to the OARH.

For a list of Communities that have completed the CIRM and are ineligible for the OARH, please see *Appendix A List of CIRM Communities* at the bottom of this document.

For the purpose of the 2010/2011 OARH program, the Province is being divided into the following four geographic areas (please see <http://www.bcstats.gov.bc.ca/data/pop/maps/dmap.asp> for detailed maps of the regions). Respondents will be asked to indicate which geographic areas they are proposing to offer the services in and it is required that they be located within the defined Community where the OARH project will be delivered.

Area	Geographic Area
Area 1	Regions 1 and 2 (Vancouver Island/Coast & Mainland/Southwest <b>(Note: excluding Metro Vancouver and Capital Regional District – see following links to maps outlining the excluded areas:</b> <a href="http://www.bcstats.gov.bc.ca/data/pop/maps/rmaps2006/rd17.pdf">http://www.bcstats.gov.bc.ca/data/pop/maps/rmaps2006/rd17.pdf</a> <a href="http://www.bcstats.gov.bc.ca/data/pop/maps/rmaps2006/rd15.pdf">http://www.bcstats.gov.bc.ca/data/pop/maps/rmaps2006/rd15.pdf</a> )
Area 2	Regions 3 & 4 (Thompson Okanagan & Kootenay)
Area 3	Regions 5 & 6 (Cariboo & North Coast)
Area 4	Regions 7 & 8 (Nechako & Northeast)

We welcome applications from various organizations and groups within the Community that may include: non-profit organizations, multicultural and settlement agencies, Aboriginal organizations, businesses, schools, faith organizations, municipalities and towns etc.

### **How do I apply?**

For 2010/2011 the OARH program will use a Request for Proposal (RFP) that will evaluate the responses based on three areas:

1. Organizational Capacity
2. Proponent Experience
3. Partnerships

The purpose of the OARH RFP is to qualify Respondents who have the administrative and program delivery capacity that is required to plan and implement the OARH program in their community. The RFP will be posted on the BC Bid site at <http://www.bcbid.gov.bc.ca/open.dll/welcome?language=En>.

Based on the review of the RFP responses, the Ministry will award a Contract to the highest scoring Proponent in each of the four regions for the delivery of Step 1 of the program. Communities that complete each Step to the satisfaction of the Ministry will then be eligible to have their Contract renewed and progress to the next Step in the OARH ending with Step 3.

If the targeted number of Contracts in each area is not achieved based on the responses received, the Ministry will then award those remaining Contracts to the next highest scoring Proponent(s) overall in other geographic areas.

### **Ministry's Role**

The Ministry will be engaged at each Step to provide support and guidance to the delivery of the OARH program.

### **What is expected in each Step?**

The goals, objectives, core activities, outcomes and the deliverables of each Step are outlined in the tables below.

## OARH Step 1: Community Capacity

### **Goal:**

*Community Capacity:* Build skills and capacity to increase community awareness of the presence of racism and hate and the importance of local actions.

<b>Objectives</b>	<b>Core Activities</b>	<b>OARH Immediate Outcomes</b>	<b>Deliverables</b>
1. Introduce the Community to the OARH program	Introductory meeting with MICO/HCT/OARH Network and new Community	OARH Communities and individuals are aware of the OARH program and ways in which to become involved.	Step 1 Project Work-plan
2. Establish an OARH Community Working Group	Establishment of an OARH Community Working Group	Community leaders and other stakeholders acquire training to carry out anti-racism activities.	Ministry/Community meeting
3. Develop the Working Group's anti-racism and leadership skills and capacity	OARH Working Group meetings	Community partners have an increased and shared understanding of what comprises racism and hate, how it is experienced in their Community, and the need for a local response.	Interim Report & Evaluation
4. Conduct a Community needs assessment/asset mapping exercise to understand the presence of racism and hate in the Community, and identify potential resources.	Working Group participation on Inclusive Leadership Training & Anti-Racism Training		Attend Inclusive Leadership Training
5. Introduce the Community to participatory planning and evaluation techniques and practices.	Working Group carry out a Community needs assessment/asset mapping exercise to understand further the presence of racism and hate in the Community, and identify potential resources		Community Needs Assessment/Asset Mapping Exercise
6. Establish connections with the Regional OARH Network.	Participatory Planning and Evaluation Framework and report writing		Establish Working Group
7. Begin planning for Step 2.			Final Report & Evaluation
			Proposed Step 2 Project Work-Plan

## OARH Step 2: Community Engagement

### **Goal:**

*Community Engagement:* Foster community engagement to discuss both the issues of racism and hate, and explore community solutions.

Objectives	Core Activities	OARH Immediate Outcomes	Deliverables
<ol style="list-style-type: none"> <li>1. Engage with the larger community to begin discussing the presence of racism in the Community.</li> <li>2. Raise awareness in the Community as to the need for establishing a community and sustainability plan.</li> <li>3. Host one or more interactive community event(s) that foster community discussion on both the presence and experience of racism in the Community, and potential solutions.</li> <li>4. Continue fostering inclusive community-building, and participatory planning and evaluation.</li> <li>5. Continue fostering relationships with the Regional OARH Network.</li> <li>6. Begin planning for Step 3.</li> </ol>	<p>OARH Working Group meetings</p> <p>Educational Resources/Materials (brochures, posters etc.)</p> <p>Interactive Community Event(s)</p> <p>Participatory evaluations of planning meetings, and community events</p>	<p>OARH Communities become engaged in cross-cultural dialogue among groups, organizations, and citizens within the Community, and with other OARH Communities.</p>	<p>Ministry/Working Group meeting</p> <p>Final Step 2 Project Work-plan</p> <p>Interim Report &amp; Evaluation</p> <p>Community Engagement Event (s)</p> <p>Final Report &amp; Evaluation</p> <p>Proposed Step 3 Project Work-Plan</p>

## OARH Step 3: Community Organizing

### **Goal:**

*Community Organizing:* Establish a community action and sustainability plan to address racism and hate.

Objectives	Core Activities	OARH Immediate Outcomes	Deliverables
<ol style="list-style-type: none"> <li>1. Engage with the larger community to gather and discuss steps forward to begin mobilizing against racism and hate in the Community.</li> <li>2. Continue fostering inclusive community-building, and participatory planning and evaluation.</li> <li>3. Create a community action and sustainability plan to address racism and hate.</li> <li>4. Continue connecting with the Regional OARH Network</li> </ol>	<p>OARH Working Group meetings</p> <p>Community participatory planning and decision-making activities to build and communicate the community action and sustainability plan</p> <p>Final interactive event to present the final community action and sustainability plan</p> <p>Participatory evaluation of the building of the community action and sustainability plan.</p>	<p>OARH Communities are mobilized to establish and implement anti-racism and anti-hate community action and sustainability plans at a local level.</p> <p>More research and information exists on the capacity of Communities to prevent and address racism and hate in the Community.</p>	<p>Ministry/Working Group meeting</p> <p>Final Step 3 Project Work-plan</p> <p>Interim Report &amp; Evaluation</p> <p>Community Action &amp; Sustainability Plan</p> <p>Final Report &amp; Evaluation</p> <p>Formal member of Regional OARH Network</p>

## Appendix A: A List of CIRM Communities

The following table lists the Communities that have completed the former CIRM and are ineligible for the OARH program. NOTE: Respondents must not propose OARH projects in any of the following Communities.

Powell River Campbell River Courtenay/Comox Valley Port Alberni Nanaimo Duncan/Cowichan Valley
Langley Abbotsford
Kamloops Vernon Kelowna Penticton
Cranbrook Ferne
Fort St. John Chetwynd Prince George Vanderhoof Quesnel Williams Lake
Prince Rupert Terrace Kitimat Smithers Burns Lake