



Alliance against Violence and Adversity (AVA): Health and Social Services Research Training Platform for System and Population Transformations in Girls' and Women's Health

Guidelines for Funding Community Partner Agencies for Participation in AVA Activities

Background

Community agencies serving girls, women, and gender-diverse people with experiences relevant to girls' and women's lives, have arguably the best opportunity to address the social problems of violence and adversity, but are hampered by lack of resources for relevant community-based research, evidence-based implementation, and evaluation. Our team is poised to train a new cadre of community-university researchers to address the gap between resources and implementation of sustained social innovations and interventions in population/community health settings

Purpose

Provide funding to AVA Training Platform Community Partner Agencies to enable them to engage in the following activities:

- 1) Support development, management, and evaluation of AVA strategies and programs;
- 2) Ensure AVA is meeting its objectives (Appendix B);
- 3) Participate in triadic mentorship/supervision of trainees;
- 4) Participate in advisory committee meetings and working groups.

Eligibility

Funding will be available to community partner agencies who apply for participatory funding using the provided online application. To be considered a community partner agency, the agency must operate outside of a University. If you are not able to complete the online application form, please contact Carrie.Pohl@ucalgary.ca for support. **We will seek to assure equity, diversity, inclusion, and accessibility (EDIA) when considering who will be awarded funding.**

Awards & Funds Available

There is no maximum number of staff that an agency can apply to fund per fiscal year (March 1st-February 28th), however, there is a maximum dollar amount per staff person. Priority will be given to agencies with one applicant to ensure the most equitable distribution of funding across the national platform. Applicant agency maximums per year are as follows:

- Maximum \$900 per staff person, March 1, 2022-February 28, 2023. The increased amount in the first year is based on AVA's increased funding and strategic planning process during this timeframe.
- Maximum \$450 per staff person, for the remaining 5 years, starting March 1, 2023.

Funding will be awarded to community partner agencies until the funds are expended in a given fiscal year. The **total** AVA budget to be disbursed among community partner agencies is \$62,700 from March 1, 2022- February 28, 2023, and \$31,200 for each of the remaining 5 years of the AVA grant. These amounts are for the entire period of the AVA Training Platform. Support may be offered to organizations that do not have resources to support such application processes. Contact Carrie.Pohl@ucalgary.ca for assistance. Agency members may request funding for activities in the current fiscal year. Applications are accepted starting at the beginning of February (for the following year).

IMPORTANT: Upon the community partner agency being approved for funding, the community partner agency (typically someone in accounting/bookkeeping role) will be asked to complete a University of Calgary “New Supplier Request” form. This form will enable the release of agreed upon funds to the community partner agency. If this form has not been completed, we will not be able to release funds to the community partner agency.

Eligible Expenses

Please refer to Appendix A for the list of eligible expense (i.e. “deliverables”).

These guidelines discussed herein, aim to be consistent with University of Calgary reimbursement policies; thus, we will provide funding for activities (also known as “deliverables”) that you engage in as ‘service’ to the AVA Training Platform.

Note: At the end of the each quarter (as per the appendix) community partner agency staff must use the form provided to report on the activities they engaged in, and compare that to what was planned at the time of application. If the original staff was unable to engage in the planned activities, they can make arrangements for another agency staff member to take their place. If no staff member is able to engage in the planned activity, the agency will be asked to ‘make up’ the time by engaging in alternative activities that are agreed upon in the following quarter (with approval from AVA Project Manager, Carrie Pohl) rather than return the funds. Support may be offered to organizations that do not have resources to support such reporting requirements. Contact Carrie.Pohl@ucalgary.ca for assistance.

Evaluation Criteria

Applications will be reviewed on a monthly basis by a team of 3 reviewers -- AVA’s Project Manager, AVA’s Scientific Director, and another person (e.g. Chair of Community Engagement Committee). If there is a conflict of interest between any of the reviewers and the applicants, a different reviewer will take the place of the reviewer(s) with the conflict of interest.

Funding decisions are based on commitment to EDIA principles (Appendix C) and will be based on achievement of the following criteria:

1. Alignment of the proposed activity (e.g. being a mentor) with the AVA Training Platform and Health Research Training Platform (HRTTP) objectives as stated above.
2. Benefits of participation in AVA activities (e.g. for you, your organization, and AVA).
3. Contribution of AVA training activities (e.g. participating in a strategic planning workshop) to transforming population health and social services to improve the health of girls, women, and gender-diverse people with experiences relevant to girls and women’s lives, exposed to ACEs, especially violence.
4. The applying community partner agency operates outside of a University.

How to Apply

Complete the application online by [clicking here](#).

Questions

Please contact Nicole.Letourneau@ucalgary.ca or Carrie.Pohl@ucalgary.ca

Deadlines

Funding can be applied for anytime after February 1st for the next fiscal year (March-February) between 2022 and 2028.

IMPORTANT: Agencies are encouraged to apply early as funding will be dispersed until exhausted in each fiscal year.

Appendix A

AVA Activities & Funding Available

Funding period	AVA Activities	Funding Available/staff (\$)
Quarter 1 (March 1- May 31)	Strategic Planning Workshop Prep (i.e. eLearning modules) prior to Workshops #1(Aprox. 1 hr., Independent)	\$30
	Participate in 2.5 hr Zoom™ Strategic Planning Workshop #1, Topic 1- TRT on May 24, 2022	\$75
	Participate in 2.5 hr Zoom™ Strategic Planning Workshop #1, Topic 2- MFVA on May 25, 2022	\$75
	Platform Advisory Committee meeting end of April (by invitation only)	\$30
Quarter 2 (June 1-August 31)	Participate in 2.5 hr Zoom™ Strategic Planning Workshop #2, Topic 1- TRT on June 28, 2022	\$75
	Participate in 2.5 hr Zoom™ Strategic Planning Workshop #2, Topic 2- MFVA on June 29, 2022	\$75
	Strategic Planning Summer Work in July/August (Approx. 2.5 hrs) <ul style="list-style-type: none"> - Independent work & adhoc meetings/ “socializing” with other community partners - Accessing & adding to InsightVision (strategic plan management tool) - Go through eLearning modules 	\$75
	Participation in a Working Group <ul style="list-style-type: none"> - Attending quarterly working group meeting - Participating in responsibilities outlined in the working group(s) Terms of Reference (TOR) - Following through on Action Items discussed in meetings 	\$45/group (+\$10 if you are Co-Chair)
Quarter 3 (September 1- November 30)	Annual EDI training (Details TBA)	\$45
	Participate in 2.5 hour Zoom™ Strategic Planning Workshop #3, Topic 1- TRT on September 27, 2022	\$75
	Participate in 2.5 hour Zoom™ Strategic Planning Workshop #3, Topic 2- MFVA on September 29, 2022	\$75
	AVA Online Content Creation** <ul style="list-style-type: none"> - Creating content for courses or contributing to course development - Collaborating with other AVA team members to create content 	\$100/course
	Participation in a Working Group <ul style="list-style-type: none"> - Attending quarterly working group meeting - Participating in responsibilities outlined in the working group(s) Terms of Reference (TOR) - Following through on Action Items discussed in meetings 	\$45/group (+\$10 if you are Co-Chair)
	Participation in Triadic Mentorship (i.e. signing up; onboarding) <ul style="list-style-type: none"> - Signing up to be a mentor as a Community Partner in the Triadic Mentorship - Completing onboarding training for this AVA program 	\$200

	<ul style="list-style-type: none"> - Participating in mentor activities as outlined in AVA mentor guidelines. - AVA Online Training (Core courses are a mandatory component) 	
Quarter 4 (December 1- Feb 28)	Strategic Planning Follow-up (more details TBA)	\$45
	Participation in Triadic Mentorship (Starting January 2023) <ul style="list-style-type: none"> - Every month, meeting with a trainee for supervision on a bi-weekly or monthly basis, depending on the agreement made (minimum 1 hour/meeting). - Participating in mentor activities as outlined in AVA mentor guidelines. - AVA Online Training (Core courses are a mandatory component) 	\$200
	Participation in a Working Group <ul style="list-style-type: none"> - Attending quarterly working group meeting - Participating in responsibilities outlined in the working group(s) Terms of Reference (TOR) - Following through on Action Items discussed in meetings 	\$45/group (+\$10 if you are Co-Chair)
	AVA Online Content Creation** <ul style="list-style-type: none"> - Creating content for courses or contributing to course development - Collaborating with other AVA team members to create content 	\$100/course

Note: We are piloting this method of providing funding to community partners; thus, the procedures, activities, and rates may change in coming years.

**AVA Online Content Creation- This is regarding a topic that you previously identified you specialize in when we were in the process of writing the proposal for this project. If at this stage you wish to self-identify as specializing in a topic so you can contribute to an AVA Online course, please advise Dr. Nicole Letourneau Nicole.letourneau@ucalgary.ca.

Appendix B

AVA Guiding Principles

AVA's Objectives

- **Strengthen and build capacity** to transform population (community) health and social services to promote the health and wellness of girls, women, and gender-diverse people, at risk/affected by violence and adversity over the lifecycle;
- **Use a collaborative, innovative**, cross-sectoral/disciplinary/jurisdictional training platform to train hundreds of Canadian service providers and academics in the social services/community health field working with this population; and
- **Make intergenerational and population impacts**, and promote a positive lifespan for girls, women, and gender-diverse people.

The following Guiding Principles outline the AVA team's commitment to fair and equitable policies and practice.

What are AVA's Guiding Principles?

- AVA is committed to addressing inequities and health disparities disproportionately impacting girls, women, and gender-diverse people with intersectional identities. This includes, but is not limited to, (dis)ability, race, and gender identity. AVA relies on Equity, Diversity, Inclusion and Accessibility (EDIA) initiatives, and Sex and Gender-Based Analysis (SGBA+) is at the core of reaching AVA's objectives.
- AVA seeks to ensure EDIA in all aspects of the AVA Training Platform by engaging with Patient Partners and AVA designated Champions who specialize in EDIA, Indigenous Knowledge, SGBA+ and Black and Other racialized people.
- AVA aims to strengthen and build capacity to address the intersections between sex, race, (dis)ability, social locations, gender-diversity and other identities, while acknowledging (to the degree possible) the impacts of colonialism, classism, racism, and Canadian culture (albeit recognizing that AVA may influence, but cannot itself change, these things).
- AVA recognizes that diverse voices from community experts, as well as Indigenous (First Nations, Inuit, and Metis), Black, and other racialized people, continue to be minimal and minimized in academic research; hence, our aim is to have academic, community, Indigenous, Black, and other racialized people, as partners, co-creating culturally safe, supportive, and reciprocal learning for all team members.
- All team members whether academic or community partners, or mentees, are considered trainees engaged in reciprocal learning.

How will AVA do this?

- AVA seeks to ensure EDIA in all aspects of the AVA Training Platform by engaging with Patient Partners and AVA designated Champions who specialize in EDIA, Indigenous Knowledge, SGBA+ and Black and Other racialized people.
- EDIA will influence selection of participants to take part in AVA programs (e.g. Community Agency Internship; Early Career Researcher Teaching Release).

- All AVA team members will be asked to attend mandatory annual EDIA training.
- AVA Online includes courses specifically designed to enhance trainee and team members' knowledge and practice related to EDIA.
- SGBA+ and intersectionality are core AVA Online curriculum components. AVA team members, especially leadership, have training in SGBA+, intersectionality and research knowledge that address racialized people.
- AVA prioritizes the inclusion of Indigenous, Black, and other racialized people on the AVA team and in trainee recruitment.
- In all training activities, including experiential learning activities, internships, networking and/or other innovative training opportunities, attention will be paid to ensure that the Guiding Principles of AVA are upheld (e.g. by including EDIA assessments in meeting agendas)
- The EDIA, Indigenous Knowledge, and Black and Other racialized people Champions are represented at the highest level by being part of the Platform Advisory Committee (PAC). These Champions' opinions are sought frequently and as appropriate.
- The call for applicants will prioritize racialized, (dis)abled, gender-diverse and other identities.
- We will employ best practices in EDIA recruitment and application adjudication, with our EDIA, Indigenous Knowledge, and Black and Other racialized people Champions reviewing/providing input into the process and written materials in every form.
- We will seek equity by removing systemic barriers and biases to recruitment by ensuring all PAC members, who will approve calls for applicants and approve final adjudication of applications, have training on unconscious bias (individual) but also from a systems approach (systemic).
- The AVA training platform will develop a broad range of research skills and provide training on emerging approaches to advance rigorous and responsible research (e.g., sex- and gender-based analysis (SGBA+), research data management, research involving Indigenous Peoples, ethics, unconscious bias).
- AVA trainee recruitment efforts will aim to ensure that diverse perspectives and lived experiences (e.g. race, place of origin, religion, immigrants and newcomers, ethnic origin, ability, sex, sexual orientation, gender identity and expression, and age) are represented among AVA trainees. An example of how this will be done is by advertising training opportunities via community partners and academics that provide services and support to diverse people.
- AVA's mandatory core activities will address EDIA (including unconscious bias assessed with the Harvard Implicit Association Test and training with the Canadian Centre for Diversity and Inclusion, which includes unconscious/implicit bias recognition training), Sex and Gender-Based Analysis (SGBA+), and intersectionality, and Indigenous research methods.
- AVA Team Champions will review and edit these principles and definitions annually.

AVA's Equity, Diversity, Inclusion & Accessibility (EDIA) Principles

EDIA Definitions

Equity

Means fairness; people of all identities being treated fairly. It means ensuring that the processes for allocating resources and decision-making are fair to all and do not discriminate on the basis of identity. There is a need to put measures in place to eliminate discrimination and inequalities which have been well described and reported and ensure, to the best degree possible, equal opportunities. Equity is needed to achieve equality. For example, treating people as equals in an environment in which historical and systemic disadvantages prevent people from operating as equals can be inequitable – it lacks the fairness of a truly equitable situation (NSERC, 2017)

Diversity

Consists of the conditions, expressions and experiences of different groups identified by age, education, sexual orientation, parental status/responsibility, immigration status, Indigenous status, religion, disability, language, race, place of origin, ethnicity, culture, socio-economic status and other attributes. Recognizing and valuing diversity must be accompanied by concerted efforts to ensure inclusion of diverse populations, meaning that individuals are and feel valued, respected and equally supported (NSERC, 2017).

Inclusion:

Requires creating an environment in which all people are respected equitably and have access to the same opportunities. Organizationally, inclusion requires the identification and removal of barriers (e.g., physical, procedural, visible, invisible, intentional, unintentional) that inhibit [applicants'] participation and contribution. Inclusion values and principles include fairness, justice, equity, and respect, by being open to different voices and perspectives, developing an understanding of different cultures, experiences and communities, and making a conscious effort to be welcoming, helpful and respectful to everyone (NSERC, 2017).

Accessibility:

"The provision of flexibility to accommodate needs and preferences, and refers to the design of products, devices, services, or environments for people who experience disabilities. It can also be understood as "a set of solutions that empower the greatest number of people to participate in the activities in question in the most effective ways possible"" (Baker & Vasseur, 2021).

AVA's EDIA Principles

- 1) Priority will be applied to Indigenous, Black and Other racialized people, as well as disabled, gender-diverse and other identities.
- 2) We will seek equity by removing systemic barriers and biases in recruitment, application and participation processes (see AVA's Guiding Principles for examples).
- 3) We will ensure diverse perspectives and lived experiences (e.g. races, places of origin, religions, immigrants and newcomers, etc.) are represented amongst the AVA team.
- 4) We will focus on inclusion by valuing and respecting all contributions, particularly eliminating hierarchies, by treating team members equally.
- 5) Seeking to address the 2 key objectives of the Government of Canada's EDI Tri-Agency Action Plan for 2018-2025 by ensuring fair access to Tri-Council resources and ensuring equitable participation in recruitment of trainees (i.e. Triadic Mentorship Program)

- 6) All AVA members shall participate in EDIA training and it will be part of the core AVA courses in AVA Online.