



# Promoting Health Equity: Mental Health of Black Canadians Fund

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## Section 1: Overview

The new Promoting Health Equity: Mental Health of Black Canadians Fund ("Fund") will support Black Canadians to develop more culturally focused knowledge, capacity and programs to improve mental health in their communities.

This Fund consists of two separate streams (applicants may apply to **only one** funding stream):

### **Implementation Stream:**

The Implementation Stream provides funding to recipients for community-led projects that implement and evaluate culturally focused programs that promote mental health and address its determinants for Black Canadians.

### **Incubator Stream:**

The Incubator Stream provides short-term funding to support community-based applicants that operate with limited organizational capacity and resources to first undertake steps to increase their capacity to design, develop, implement, and evaluate culturally focused programs that promote mental health and address its determinants for Black Canadians. Incubator Stream funding recipients who demonstrate success in increasing their capacity and readiness will be invited to apply for additional funding to implement the project idea developed through this initial incubation process.

### **1.1 Context**

Mental health is an important component of Canadians' overall health. In its 2016 *Advancing the Mental Health Strategy for Canada: A Framework for Action*, the Mental Health Commission of Canada noted that "mental well-being is deeply impacted by social determinants of health, such as precarious housing, poverty, social exclusion, and racism."

In particular, Black Canadians face significant social and economic challenges that have negative implications for their mental health. These challenges include experiences of interpersonal and institutional anti-Black racism and discrimination; systemic socioeconomic and other disadvantages, including lower rates of educational attainment, higher levels of poverty and social exclusion, and more frequent interactions with law enforcement, criminal justice, and child welfare systems; a lack of access to culturally appropriate and culturally competent services; and stigma related to mental health and to accessing support services.

In response, the Public Health Agency of Canada (PHAC) is launching the new Promoting Health Equity: Mental Health of Black Canadians Fund, with the aim of supporting more culturally focused knowledge, capacity, and programs that address mental health and its determinants for Black Canadians, including a focus on youth.



## Section 2: Objectives and Principles

### 2.1 Objectives

The objectives of the Promoting Health Equity: Mental Health of Black Canadians Fund are to:

- Increase understanding of the unique barriers to and social determinants of mental health for Black Canadians;
- Increase knowledge of effective, culturally focused approaches and programs for improving mental health and addressing its key social determinants for Black Canadians, including a focus on youth and their family and community environments; and
- Increase capacity within Black Canadian communities to address barriers to mental health.

### 2.2 Principles

The Fund is guided by the following key principles. Applicants to both the Implementation and Incubator Streams must apply all of these principles to their proposals when submitting a request for funding:

- **Leadership by Black Canadians:** Projects are led by, or developed in close collaboration with, Black Canadian community groups, not-for-profit organizations, and/or researchers. Projects are delivered in, and are of primary benefit to, Black Canadian community members.
- **Evidence-based:** Projects are anchored in meaningful data and evidence that demonstrate the potential of the proposed program to have a positive impact on mental health among Black Canadians.<sup>1</sup> Funding applications must include robust project evaluation and knowledge translation plans to assess the outcomes and impact of planned activities, and contribute to the evidence base about effective interventions and approaches to improve mental health. Partnerships with academics or other researchers are encouraged to support this work.
- **Social determinants of health approach:** Projects address one or more social determinants of mental health for Black communities, such as anti-Black racism, education, housing, policing and criminal justice systems, poverty, and/or social exclusion. Projects may be undertaken in a range of settings related to these

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<sup>1</sup> Where available, funding applicants should cite applicable peer-reviewed scientific data, research, and analysis and/or previous evaluation results that support the proposed project. However, it is recognized that significant gaps exist in the current state of data and evidence for Black communities in Canada. Other forms of acceptable evidence include: non-Canadian peer-reviewed data, research, and analysis on mental health issues, determinants, and interventions in Black populations; community needs assessments; organizational expertise and knowledge; and perspectives from individuals with lived experience.



determinants of mental health for Black communities, including schools and post-secondary institutions, workplaces, community health care settings, community centres, police departments, and detention and correctional institutions.

- **Health equity lens:** Projects integrate throughout their design, implementation and evaluation a health equity lens that considers and addresses unfair and avoidable differences in determinants of health, health outcomes, and reach and impact of interventions for various subgroups with the diverse Black Canadian population. For example, it recognizes and responds to differences based on sex and gender, ethnic/cultural backgrounds, migration histories, geographic locations, sexual orientation, and socioeconomic status.<sup>2</sup>
- **Cultural competence and safety:** Where applicable, projects recognize and challenge unequal power relations between program providers and participants by building equitable, two-way relationships characterized by respect, shared responsibility, and cultural exchange. Project participants must have their culture, values, and preferences taken into account in the provision of services.
- **Partnerships and collaboration:** Projects are informed by, and benefit from, in-kind and/or financial support provided by partners from various sectors (e.g., not-for-profit sector, academic/research sector, private sector, organizations within and outside of the health sector, and other levels of government).

## Section 3: Funding Details and Requirements – Implementation Stream

### 3.1 Funding Details and Requirements

The Implementation Stream provides funding for community-based projects that are ready to be implemented to better promote mental health and address its determinants for Black Canadians. See Eligible Activities – Implementation Stream, below. Applicants under this Stream must demonstrate sufficient existing financial and human resource capacity to support project implementation and evaluation.

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<sup>2</sup> Information on integrating health equity considerations in project activities is available in:

*Toward Health Equity - Practice Tool:*

<http://publications.gc.ca/site/eng/9.805225/publication.html> (EN)

<http://publications.gc.ca/site/eng/9.805227/publication.html> (FR)

*Toward Health Equity - A tool for developing equity-sensitive interventions:*

<http://publications.gc.ca/site/eng/9.805230/publication.html> (EN)

<http://publications.gc.ca/site/eng/9.805231/publication.html> (FR)



Interested applicants to the Implementation Stream are invited to submit a Letter of Intent (LOI) for initial review and assessment. See Application Process – Implementation Stream, below. Based on the results of this review, selected applicants will be invited to submit a full proposal for up to 4 years of funding.

Implementation Stream funding decisions will be based on the results of a competitive proposal assessment process and available funds. Not all eligible applications will be funded.

### **3.2 Funding Amount and Duration**

Applicants to the Implementation Stream may request funding of up to \$200,000 per year for 1 to 4 years. The maximum funding request is \$800,000 over four years.

All Implementation Stream project activities must be completed by March 31, 2023.

## **Section 4: Funding Details and Requirements – Incubator Stream**

### **4.1 Funding Details and Requirements**

The Incubator Stream provides short-term funding to support capacity-building activities for the purpose of enabling the design, development, implementation, and evaluation of projects that promote mental health and address its determinants in Black Canadian communities. Capacity-building activities may include, but are not limited to, development of project networks, collaborations, and partnerships; community-based knowledge synthesis and mobilization activities; and program concept development and feasibility testing. See Eligible Activities – Incubator Stream, below. Applicants under this Stream must demonstrate the need for initial funding to support capacity-building activities.

Based on a final report describing an increase in organizational capacity and readiness, Incubator Stream funding recipients will be invited to submit a request for up to 3 years of additional funding to implement the project idea developed through the initial incubation process.

Interested applicants to the Incubator Stream are invited to submit a Funding Request Form. See Application Process – Incubator Stream, below.

Incubator Stream funding decisions will be based on the results of a competitive proposal assessment process and available funds. Not all eligible applications will be funded.



## 4.2 Funding Amount and Duration

Applicants to the Incubator Stream may request funding of up to \$75,000 for capacity-building activities lasting up to 12 months.

Incubator Stream funding recipients who demonstrate success in increasing organizational capacity and readiness will be invited to submit a request for additional funding of up to \$200,000 per year for up to 3 years to implement the project idea developed through the initial incubation process.

All Incubator Stream activities must be completed by March 31, 2020.

## Section 5: Additional Source of Funding from Canadian Heritage

Funding may also be available from Canadian Heritage through its Community Support for Black Canadian Youth Initiative to increase awareness of issues faced by Black youth that affect their full participation in society and the economy, as well as to increase capacity within Black communities to address racism and promote Black history, culture and identity.

This related funding opportunity will support projects that focus on combatting discrimination through awareness-raising and/or digital literacy; providing opportunities for Black Canadian youth; empowering Black youth through the promotion of Black history, culture and identity; and/or developing the leadership skills and civic engagement of Black youth.

Interested applicants are encouraged to contact Canadian Heritage at [pch.jeunescanadiensnoirs-blackcanadianyouth.pch@canada.ca](mailto:pch.jeunescanadiensnoirs-blackcanadianyouth.pch@canada.ca) to explore eligibility to apply for complementary funding.

## Section 6: Eligibility

To be eligible for funding under either the Implementation Stream or the Incubator Stream, proposed projects must align with the Fund's Objectives and Principles, described above. Applicants must also clearly demonstrate how their funding request meets the following eligibility criteria for recipients and activities.

### 6.1 Eligible Recipients

The following types of applicants are eligible for funding under the Implementation Stream and Incubator Stream:



- Canadian not-for-profit organizations and unincorporated groups, societies, and coalitions, with priority given to those led by and serving Black communities in Canada;
- Non-federal Canadian public institutions such as boards of education, schools, colleges and universities, chambers of commerce, law enforcement and police agencies, hospitals and other health care institutions (must apply in partnership with at least one not-for-profit organization);
- Crown Corporations as defined in the Financial Administration Act (must apply in partnership with at least one not-for-profit organization);
- Provincial, territorial, regional and municipal governments and their agencies (must apply in partnership with at least one not-for-profit organization);
- Research organizations and academics affiliated with post-secondary institutions (must apply in partnership with at least one not-for-profit organization); and
- Private sector organizations (must apply in partnership with at least one not-for-profit organization).

In all cases, projects must be led by, or developed in close collaboration with, Black Canadian community groups, not-for-profit organizations, and/or researchers.

## 6.2 Eligible Activities

All projects under both the Implementation Stream and Incubator Stream must be delivered in, and be of primary benefit to, Black communities and populations in Canada. The following activities are eligible for funding:

### Implementation Stream:

- Adapting existing mental health promotion programs to be more culturally focused and appropriate to Black recipients/users; and
- Implementing and evaluating novel, culturally focused programs that promote mental health and address its determinants for Black Canadians, in key populations, communities, and settings.

### Incubator Stream:

- Building and strengthening community-based engagement, networks, collaborations, and partnerships;
- Gathering and analyzing data and information from diverse sources (e.g., community consultations and needs assessments, peer and key informant interviews, focus groups, secondary data);
- Consolidating knowledge of what works through knowledge synthesis, mobilization of evidence and/or community resources and assets, and analysis of relevant data;
- Assessing past and present mental health promotion programs for lessons learned and promising practices;



- Developing the design and/or methodology for a novel, culturally focused mental health programs; and
- Testing the feasibility of implementing and evaluating novel, culturally focused mental health programs.

### 6.3 Eligible Expenditures

Funding is limited to cash expenses that are pertinent, reasonable and essential to accomplish the objectives of an eligible project. Eligible expenses include, but are not limited to:

- Salaries, benefits and consultant fees directly related to the project;
- Rental of office space, and equipment not normally used in your organization's daily operations;
- Travel expenses and accommodation within Canada, which must not exceed the rates permitted for travel on government business ([www.njc-cnm.gc.ca/directive/d10/v238/en](http://www.njc-cnm.gc.ca/directive/d10/v238/en));
- Meetings, events and workshops – expenses associated with meeting space rental, transportation, accommodation, and meals must not exceed the rates permitted for government business (<http://www.njc-cnm.gc.ca/directive/d10/en>);
- Dissemination, promotion and communications;
- Insurance (recipients must ensure that any public events funded by the Program are covered by appropriate insurance);
- Third-party project evaluation and audit services; and
- Other costs related to the approved project.

In all cases, project-related administrative expenses (e.g., rental of office space) are limited to a maximum of 15% of total project funding.

A detailed budget will be required as part of the application process for both the Implementation Stream and the Incubator Stream.

No project expenses may be incurred prior to the acceptance of the funding agreement by all parties.

### 6.4 Ineligible Activities and Expenditures

The following activities and expenses are not eligible for funding under either the Implementation Stream or Incubator Stream:

- Provision of mental health services or clinical treatment for mental illnesses (e.g., psychological counselling);
- Provision of services that are the responsibility of other levels of government;



- Core operating expenses, including those incurred by the organization in its normal or daily conduct of business (e.g., rent);
- Capital costs or expenditures (e.g., purchase of land, buildings, vehicles);
- Any type of Director's fees for volunteer members of Boards or other governing bodies;
- Annual general meetings or regular executive board meetings of an organization or association, including related travel;
- Ongoing production of newsletters, newspapers, magazines, journals, or radio and television broadcasts;
- Pure research in any discipline (pure research is original investigation undertaken to gain new scientific or technical knowledge and understanding, but without specific applications);
- Project-related travel and hospitality expenses that exceed the National Joint Council rates;
- Unidentified miscellaneous costs; and
- In-kind expenses.

## Section 7: Application and Assessment Process

Informational webinars will be scheduled to support applicants in completing application materials for both the Incubator Stream and the Implementation Stream.

### 7.1 Application Process – Implementation Stream

The application process for the Implementation Stream consists of two stages. The first stage is the submission of a Letter of Intent (LOI) that provides a brief overview and outline of the proposed project. Submitted LOIs will be assessed to determine best fit with the overall objectives of the Fund. Selected LOI applicants will be invited to complete the second stage, the submission of a Full Proposal. Applicants with ineligible, incomplete or unsuccessful LOI submissions will not be invited to submit a Full Proposal.

The maximum length of the LOI is 10 pages. As appropriate, appendices that document the supporting evidence base are permitted in addition to the 10 page maximum. Examples of possible appendices include literature reviews, needs assessments, and past evaluation results.

To obtain a copy of the LOI template, or for additional information about this funding stream, please contact: [phac.cgc.solicitations-csc.aspc@canada.ca](mailto:phac.cgc.solicitations-csc.aspc@canada.ca).

**The deadline for submitting completed LOIs is November 7, 2018.** All LOIs must be submitted via email to: [phac.cgc.solicitations-csc.aspc@canada.ca](mailto:phac.cgc.solicitations-csc.aspc@canada.ca). Receipt of LOIs will be acknowledged via email. Please ensure that your email address is included in your LOI application.



Successful applications will be determined based on the results of a competitive review process and budgetary considerations. Funding under the Implementation Stream will not be available before April 2019.

## 7.2 Application Process – Incubator Stream

The application process for the Incubator Stream requires the completion of a Funding Request Form. To obtain a copy of the Funding Request Form template, or for additional information about this funding stream, please contact [phac.cgc.solicitations-csc.aspc@canada.ca](mailto:phac.cgc.solicitations-csc.aspc@canada.ca).

**The deadline for submitting completed Funding Request Forms is November 7, 2018.** All Funding Request Forms must be submitted via email to: [phac.cgc.solicitations-csc.aspc@canada.ca](mailto:phac.cgc.solicitations-csc.aspc@canada.ca). Receipt of Funding Request Forms will be acknowledged via email. Please ensure that your email address is included in your application.

Successful applications will be determined based on the results of a competitive review process and budgetary considerations. Funding under the Incubator Stream will not be available before February 2019.

## 7.3 Assessment Criteria

The following criteria will be used to assess applications under both the Implementation Stream and Incubator Stream:

- Alignment with the Fund's objectives and principles;
- Responsiveness to, and anticipated impact on, needs identified by Black Canadian communities;
- Proposed use of resources (e.g., cost-efficiency, value for money); and
- Quality, clarity, and completeness of the proposal.

The following additional criteria will be used to assess applications under the Implementation Stream:

- Applicant and partner capacity to undertake the proposed project. This includes required infrastructure, organizational and financial capacity, and relevant skills, knowledge, and experience);
- Quality and diversity of partnerships and community engagement;
- Quality and achievability of project plans for implementing, delivering, evaluating and reporting on clear and measurable results; and
- Quality of knowledge mobilization plans related to project results, lessons learned, and implications.



## Section 8: Other Considerations

### 8.1 Official Language Requirements

The Government of Canada is committed to enhancing the vitality of English and French linguistic minority communities in Canada (Francophones living outside the province of Quebec and Anglophones living in the province of Quebec), supporting and assisting their development, and fostering the full recognition and use of both official languages in Canadian society. Projects must be accessible in one or both official languages depending on the reach and audience. For additional information, consult the [Official Languages Act](#).

### 8.2 Gender-based Analysis Requirements

The Government of Canada is committed to [Gender-based Analysis Plus \(GBA+\)](#). GBA+ incorporates consideration of gender as well as other identity factors such as age, education, language, geography, culture and income in the development of policies and programs. Applicants are expected to incorporate these considerations into their submission. [Click here for more information on GBA+](#).

### 8.3 Research Ethics Approval

All projects that involve an intervention research component involving humans must be approved by a research ethics board that adheres to the [Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans](#). In addition, project leads should consult the Tri-Council Policy Statement website before the research portion of the project begins. Research is defined as an activity designed to test a hypothesis or answer a specific research question, permit conclusions to be drawn, and extend knowledge through the use of scientific methods and standardized protocols, systematic collection or analysis of data, or other types of inquiry.

## Section 9: Contact Us

For additional information about this funding opportunity, please contact: [phac.cgc.solicitations-csc.aspc@canada.ca](mailto:phac.cgc.solicitations-csc.aspc@canada.ca).

PHAC is under no obligation to enter into a funding agreement as a result of this invitation to submit LOIs (Implementation Stream) or Funding Request Forms (Incubator Stream).

PHAC reserves the right to:

- Reject any submission received in response to this invitation;
- Accept any submission in whole or in part; and



- Cancel and/or re-issue this invitation at any time.

PHAC will not reimburse an applicant for costs incurred in the preparation or submission of a Funding Request Form, LOI, or a Full Proposal in response to this invitation.

## Section 10: Glossary of Terms

**Black Canadians** generally includes diverse individuals, populations, and communities in Canada that identify as having African or Caribbean ancestry.

**Health equity** refers to the absence of unfair/unjust, systematic, and avoidable differences in health status or social determinants of health. A health equity approach seeks to reduce inequalities and to increase access to opportunities and conditions conducive to health for all. Heightened efforts to address the needs of populations that are at higher risk for poor health outcomes can help reduce health inequities between different population groups. For more information refer to the [PHAC webpage on social determinants of health and health inequalities](#).

**Knowledge mobilization** includes the synthesis, adaptation, dissemination and active exchange of knowledge.

**Mental health** refers to a person's state of psychological, emotional, and social well-being. It is a necessary resource for living a healthy life and a main factor in overall health. It does not mean the same thing as mental illness. However, poor mental health can lead to mental and physical illness. Good/positive mental health allows a person to feel, think, and act in ways that help them enjoy life and cope with its challenges. Mental health can be positively or negatively influenced by factors at the individual, family, community and societal levels, including life experiences, social relationships, physical health, and social determinants of health. For more information on risk and protective factors for mental health refer to PHAC's [Positive Mental Health Surveillance Indicator Framework](#).

**Social determinants of health** are the broad range of social, economic and environmental factors that relate to an individual's place in society (such as gender, race, income, education, or employment) and that determine individual and population health. For more information refer to the [PHAC webpage on social determinants of health and health inequalities](#).

**Youth** generally refers to people aged 15-24 years.