Equity Diversity and Inclusion Fund

What is EDI?

Equity, Diversity, and Inclusion (EDI) are three interrelated concepts. As a whole, Equity, Diversity, and Inclusion (EDI) is a framework that aims to create a more just and inclusive society by addressing historical and systemic inequalities and promoting the full participation and inclusion of all individuals, regardless of their background or identity.

Equity:

We refer to "Equity" as the fair distribution of opportunities, resources, and outcomes for all individuals, regardless of their background or identity. We acknowledge that not everyone starts from the same place and that historical and systemic barriers have created inequalities that need to be addressed. We seek to level the playing field by ensuring that everyone has access to the same opportunities and resources and that outcomes are not determined by factors such as race, gender, ability, sexual orientation, or socioeconomic status.

Diversity:

We refer to "Diversity" as the recognition and appreciation of differences among people. It encompasses a range of individual and group differences such as race, ethnicity, gender, sexual orientation, religion, and ability. Diversity recognizes that everyone brings unique perspectives, experiences, voices and talents to the table and that these differences should be celebrated and valued.

Inclusion:

We refer to "Inclusion" as the practice of creating a welcoming and supportive environment that values and respects diversity and ensures that everyone can fully participate and contribute. It involves actively working to remove barriers and create a sense of belonging for all individuals, regardless of their background or identity. It requires ongoing effort and commitment to ensure that all members of a community feel valued, respected, and supported.

What is the purpose of the EDI Fund?

The purpose of the EDI fund is to help current and returning Bishop's students who are working on projects that will advance EDI by providing financial aid and also strengthening our community. Projects can focus on personal growth while also focusing on knowledge mobilization are encouraged. Knowledge Mobilization is a key part of projects relating to the EDI fund. Ensuring that the knowledge you learn from your project is brought back into the Bishop's community will further the impacts of your project and will encourage learning from the community.

Who has contributed to the EDI Fund?

The EDI fund is a collaboration between the SRC and Bishop's University (specifically, the Advancement office and the office of the Vice-Prinicpal of Student Affairs).

What does the application process look like?

Once you have submitted your application, you will receive a notification by email of when the EDI Committee will be meeting and what you should do to prepare before your meeting. During the meeting, the committee members will ask you to explain and talk about your project, and you will be asked a variety of questions. If you have any questions, please feel free to reach out to srcstu@ubishops.ca

Application Questions

Application Questions are to highlight the essential parts of your project. Please answer these questions in bullet point form. You can expand on your answers in your letter of intent.

- **Who will be involved in the creation of the project?**
- **Who will benefit from your project?**
- **How will your project promote the well-being of the Bishop's Community?**
- **What is the proposed timeline of your project?**
- **Is there any other funding going into this project? (please explain where it is coming from, if applicable)**
- **How does your project relate to EDI?**
- **How much money are you requesting?**

Supporting Documents

- A detailed and accurate budget (please show the entire budget for the project, where EDI funds would go and, if applicable, where other funding sources are going)
- A letter of intent (explaining in more detail what your project is, how it fits into the values of EDI, the intended outcome or goal of the project, how you will be mobilizing the knowledge you learn into the community and additional information you find is relevant).
- At least one letter of support from a Bishop's Community Member (not a student).
- Any other documentation you think is relevant and will strengthen your application.

Limitations

- Successful applicants will have one year to use the funds.
- The entire EDI fund will be split 50/50 between semesters to ensure that there is funding throughout the year.
- Projects may only apply once to the EDI fund.
- This fund is not retroactive, meaning it will not cover previous projects or reimburse projects that have already happened.
- Funds cannot be used for any substances or dangerous items.

Following Up

- Fund recipients will be required to submit a report once their project is complete. The report can be in any media format the individual wishes (written, video, slideshow, art etc.)
- However the individual chooses to complete their report, it should clearly show the knowledge mobilization piece.
- The report must answer the following questions:
  - What went well with your project?
  - What didn't go well with your project?
  - Would you change anything about your project for next time?
  - Would you consider your project a success?
- Optional: including a letter of how the project went from the Bishop's community member who endorsed your application.