


GENERAL INFORMATION

Name of Organization Requesting Grant: <i>(Please list parent/sponsor organizations in parenthesis)</i>	Whistler Multicultural Society
Name of the program(s) (if applicable):	Resilience & Multicultural Community Kitchens
Society Registration Number:	S0072648
Organization Mailing Address:	PO Box 425, Whistler, V0N 1B0
Contact Name & Title:	Carole Stretch, Programs & Managing Director
Organization Phone Number:	
Organization Email Address:	info@wmsociety.ca
Organization Purpose or Mandate: <i>(Please provide this answer in one sentence)</i>	Whistler Multicultural Society's purpose is to empower [immigrants, newcomers, and other] culturally and racially diverse individuals to participate and thrive in our communities and to create the conditions for greater equity and social inclusion.
Organization Category (choose between Environment, Social Services, Community Services, Recreation and Sports, Arts and Culture)	Community & Social Services

ORGANIZATION INFORMATION

How many years has the organization existed?	13 years: community group created 2012, incorporated in 2020
How many active members/participants does the organization have in the current year? <i>(e.g. how many athletes have signed up for this year)</i>	In current fiscal (from April 2024) 1517 members of online communities, and 1810 in-person participants total YTD
For sport organizations, how many youth (U18) participants are enrolled in your programs?	N/A
How many Whistler residents members does the organization have in the current year?	1245 active members and followers in Whistler
How many volunteers/executive/staff are required to administer the organization in the current year?	Volunteer board and executive of 5, 2 full time and 4 part time staff: managing director, administrative services & multicultural outreach and migrant worker support workers; 205 volunteers
Age range of participants in the organization:	All ages are actively encouraged to participate.

Please list active website URLs and active social media accounts (Facebook, Twitter, Instagram, etc.):	https://wms.wmsociety.ca ; https://www.facebook.com/whistlermulticultural ; https://www.instagram.com/whistlermulticultural ; https://kidscamps.wmsociety.ca https://food.wmsociety.ca
What are the membership and participation requirements?	Volunteering, elective membership constitute membership with annual participation requirement. Participation is open for all with the exception of any programming funded by, and having participation criteria from, the federal/provincial governments.
<p>Does the organization have any outstanding debts or other means of funding from the RMOW? If yes, please state the amount and reason.</p> <p><u>Note:</u> Please include any Value In Kind support that you receive from the RMOW (eg. reduced rent, utilities in RMOW buildings)</p>	No

GRANT INFORMATION

1. Purpose of Grant	<i>Explain in detail how the funding will be spent. Please refer to Council Policy A-7 Community Enrichment Program, available at www.whistler.ca/cep for funding criteria and eligibility. Please be as concise as possible using the space below.</i>
<p>In 2025-26, the funds we are requesting from the RMOW is for two programs:</p> <p>Resilience Whistler - to continue the anti-racism work it has undertaken over the last 4 years. Specifically, funding is requested to support:</p> <ul style="list-style-type: none"> - additional salary for the Resilience Coordinator - materials and honoraria for the Whistler Resilience Allyship advisory group, and community dialogue <p>This will allow us to continue:</p> <ol style="list-style-type: none"> a) facilitating the Allyship Advisory Committee b) developing the Allyship network c) running Allyship Gatherings in the community d) offering workshops focused on identifying ways to address local systemic racial challenges, and e) deliver the annual community-wide dialogue and discussion event recognizing the Day for the Elimination of Racial Discrimination in March. <p>Multicultural Community Kitchens – to maintain accessibility of the program for local families and individuals, and to enable further program development. Specifically, funding is requested to contribute towards:</p> <ul style="list-style-type: none"> - salary for the Multicultural Outreach Worker for program development - facilitation costs for multicultural summer camp and Pro-D day/ half day camp cultural ambassadors & helpers - necessary camp food, supplies, marketing costs <p>This will enable us to (in addition to the core program):</p> <ol style="list-style-type: none"> a) implement Pro D Day / half day multicultural camps that extend the opportunity for local school-aged children and local immigrants to meet, share, and experience different cultures, with a focus around food. b) ensure continued accessibility of the annual week-long multicultural summer camp, as well as ProD day camps, to all families who wish to participate. Recognition and fair compensation for cultural ambassadors who facilitate the multicultural camps matched with camp fees at accessible levels is a core value of this program and ensures maximum reach into the community. <p>For full details of planned activities, please see the attached Outcome Measurement Frameworks:</p> <ul style="list-style-type: none"> - 2025-26 Resilience Sea to Sky - 2025-26 Multicultural Community Kitchen 	

2. Is This a New Program or Activity?	<i>If yes, what are your targets and goals for this program/activity?</i>
<p>No.</p> <p>For Resilience, this will be the fifth year of the program and the focus remains on:</p> <ul style="list-style-type: none"> - providing local culturally and racially diverse people an accessible and safe place(s) where they are able firstly to access support for any challenges being experiences and connections/mechanisms to deal with them - supporting non-racialized community members along their learning path(s) about all forms of racism, how it manifests itself locally, and their personal discovery of anti-racism actions and stances - working with local organizations (business, civic, government) to explore, identify and develop actions to address systemic issues in areas such as employment. <p>For Multicultural Community Kitchens this will be the 10th year of the program. In 2025-26, providing regular opportunities for immigrants and community members to meet and interact over food remains the key deliverable while we explore new/additional ways to create intercultural dialogue and understanding (we are expanding opportunities for youth to learn about diversity, culture and build intercultural competence).</p>	

3. Current Year Highlights and Community Benefits:	<i>Detail the specifics of activities and community benefits your organization provides.</i>
<p>Whistler Multicultural Society (WMS) works to build equitable community. Through our primary focus on newcomers and immigrants, our work necessarily encompasses diversity, equity, and anti-racism - touching on many parts of our local community. Our programs seek to inform, orientate, and support vulnerable newcomers and immigrants. By providing training, volunteering, and cultural sharing activities we provide opportunities and build capacity within minority groups to participate more fully in our local community, while at the same time creating an environment to bring community members together, to grow local awareness, understanding and capacity to welcome and leverage diversity. Our Resilience program aims to generate positive and action-oriented dialogue, to support community members in building a more equitable community, and especially to engage equity-challenged individuals in that dialogue.</p>	

4. Existing Funding and Grant Applications:	<ol style="list-style-type: none"> 1. <i>List the specific grants, funding and fundraising planned, approved or pending for the existing year, and</i> 2. <i>Please also list rejected or non-approved funding (with reasons).</i>
<p>For Resilience, funding which includes support for Resilience Whistler anti-racism programming: Canadian Heritage \$4250 confirmed BC Multiculturalism: \$5000 application submitted Whistler Community Foundation: \$3997 application submitted</p> <p>For Multicultural Community Kitchens, funding which includes support for community capacity building and connections programming: SMART Fund, Vancouver Coastal Health - \$4500 confirmed BC Community Gaming Grant - \$1000 confirmed</p> <p>NB: Please note that unspent CEP grant funds at 30 November 2024 will be completely spent down in the period December 1 2024 to March 31 i.e. by end of the current WMS fiscal year. Current balances are: Resilience \$0 Multicultural Community Kitchens \$57.99</p>	

GRANT INFORMATION (CONTINUED):

5. Grant Request Amounts and Financial Breakdown:			
<i>Please ensure numbers provided in this table coincide with the required financial documents you provide in your application</i>			
	Annual Operating Budget	Grant Requested	<i>Provide a brief description of the specific amount requested. (Ex: Products, services, staffing roles, advertising, etc.)</i>
Salaries/contracts:	43742.70	12376.95	Staff salaries, contracts (cultural ambassadors), Resilience Allyship committee honoraria
General operations:	9780.00	2980	Hospitality, speaker costs, supplies, marketing, publicity
One-time project / program:		0	
Physical assets:		0	
Rent (RMOW facilities):	2115	N/A	
Rent (other facilities):	1690	0	
Other:	4287.96	0	Admin/operating costs (mgt, accounting, bookkeeping, IT, admin support to ops)
Total	\$ 61615.66	\$ 15356.95	24.9% % (Grant request ÷ Annual budget amount)
Reminder: The grant amount requested cannot be more than 50% of the annual operating budget of the organization.			

6. Additional Information:	<i>Please list any additional information, details or explanations regarding your grant request that you would like to be considered by Council.</i>
	<p>The work that the Resilience program undertakes, aiming towards building a more equitable community is long-term, hard work and not a linear process. Over the past year especially, real momentum has started to be gathered: an advisory 'Allyship' committee now meets regularly bi-monthly; quarterly workshops focused on addressing systemic/structural equity challenges in local environments are now established and ongoing; bi-monthly Allyship Gatherings inviting locals to connect with others wanting to add active anti-racism to their daily lives have been introduced; and significant support from local individuals and organizations is now being received through the developing 'Allyship'. At the same time, the significant funding we have received from Canadian Heritage (MARF) over the past 2 years ends on 31 March 2025.</p> <p>It is now important not only to maintain this momentum but to ensure that the 'Allyship' is grown and developed. Equally, we need to take the time and effort to ensure that trust, confidentiality, and the safety of people's mental and physical well-being are protected as these discussions and community dialogue proceed. We appreciate the support from the RMOW council as we work on developing additional sources of funding while also developing stronger connections and understanding within the community as we learn how to identify and respond to instances of racism, discrimination, and bias that may occur locally.</p> <p>A core value for WMS is equity of access. The Multicultural Community Kitchen (MCK) program pays local immigrants and racialized individuals (cultural ambassadors) to develop and deliver an experience of their culture and food; to adults via the multicultural community kitchens, and to children aged 7-12 (and their families) through multicultural camps (week-long summer camp, day-long ProD days and after school sessions). While WMS continues to work towards full cost recovery through fees, the actual costs involved in delivery while we grow awareness and participation levels, and expand to delivering additional services, mean that full cost coverage would make the camps inaccessible to many local families. Additionally, while monthly multicultural community kitchens largely cover the costs of delivery, this does not include staff costs, which means support to enable continued delivery and further development of the program is important.</p> <p>For more information about Whistler Multicultural Society, please see the overview attached.</p>

7. Attachments:	<i>Please indicate the attachments you are including with your Grant Application Form:</i>
<input checked="" type="checkbox"/> Financial Statement (audited preferred) or Organization Budget (Required) <input checked="" type="checkbox"/> Proof (copy) of registered not-for-profit society status or registered charity status (Required) <input checked="" type="checkbox"/> Other: Outcome Management Framework (outputs) for 2025-26 for both programs; consolidated budget 2025-26 plus detailed budgets 2025-26 for Resilience and MCK; overview of Whistler Multicultural Society; addendum to accounts with grants	

COMMUNITY PERFORMANCE INDICATORS

<p>8. Please describe how your organization can contribute to the RMOW Strategic Plan:</p>	<p><i>Please visit https://www.whistler.ca/municipal-gov/strategies-and-plans/strategic-plan/ to learn about the four priority areas of RMOW 2023-2026 Strategic Plan:</i></p> <ol style="list-style-type: none"> 1. <i>Housing</i> 2. <i>Climate Action</i> 3. <i>Community Engagement</i> 4. <i>Smart Tourism</i> <p><i>Please determine how your grant (or organization) can contribute to fulfilling any priorities described in the four areas listed above. Each priority has numerous specifications to choose from while describing how your grant (or organization) may help to improve Strategic Plan.</i></p>
<p><i>Example: This grant addresses the priority of “Community Engagement” because it strives to connect locals to each other. Specifically, this is because...</i></p>	
<p>This grant addresses the priority of “Community Engagement” because both programs increase and provide alternative opportunities for community engagement, especially for diverse and visible minorities.</p> <p>Resilience Whistler seeks to educate and inform not just about challenges to equity (racism, discrimination, bias) but to explore, identify and address those challenges in our local community. It provides additional opportunities for individuals to engage in dialogue around areas of key importance to the community, especially in the context of building greater equity and addressing discrimination – for all community members regardless of age, gender, race, ethnicity, religion, nationality, ability identity, sexual orientation, socioeconomic status, etc at the individual level and at the institutional/structural level.</p> <p>The Multicultural Community Kitchens (MCK) program connects locals to each other, and newcomers to locals. It focuses on building awareness and understanding of local diversity and brings members of the community together to discover and value each other's skills, knowledge, and values over food. Equally, it provides meaningful opportunities for diverse community members to participate in, and to bring their cultures, knowledge, values, and skills to, their adopted community. By doing this, the program aims to create a greater sense of belonging for newcomers, greater connections between newcomers and community, and a greater understanding of our local cultural richness which in turn grows an appreciation of how that diversity benefits all members of the community.</p> <p>As the Whistler community continues to grow in diversity, with increasing visible minorities, we continue to see diverse newcomers arrive in the community (often as temporary foreign workers supporting the local economy) many of whom experience significant isolation and other challenges. Each in different ways, engages community members around growing belonging, acceptance and celebration of this growing and exciting diversity.</p>	

SUPPORT FOR TRUTH AND RECONCILIATION

The RMOW is committed to working with the Líl'wat People, known in their language as L'il'wat7úl and the Squamish People, known in their language as the Skwxwú7mesh Úxwumixw to: create an enduring relationship; establish collaborative processes for planning on unceded territories, as currently managed by the provincial government; achieve mutual objectives; and enable participation in Whistler's resort economy.

9. How has your organization considered truth and reconciliation with the Indigenous Nations?

Whistler Multicultural Society seeks to actively support truth and reconciliation in all programs and services that we deliver.

Integral to support that we provide to newcomers and immigrants and other racialized community members is ongoing awareness building and education about local and all Indigenous peoples in Canada so that they may work towards through and reconciliation in their own lives. Many, if not the majority of, immigrants and newcomer workers have very low awareness of the history of Indigenous peoples in Canada - even though they may come from cultures/regions that have very similar experiences of colonization. Ongoing discussion and learning about this is encouraged in program participants and especially within our own organization - which is 100% staffed by immigrants. Equally, we seek to include local Nations and Indigenous people in programs and initiatives - for example, through partnering with local organizations, inviting and featuring Lil'wat youth and Band members at the annual Multicultural Festival, acknowledging and welcoming Indigenous people to the Resilience table and discussions.

In this way, our work in intercultural community building and resilience (anti-racism) can be more grounded in the context of historical inequities and a desire to include all people in decision-making and planning of activities and initiatives.

GRANT APPLICATION AUTHORIZATION:

Submitted by:	Carole Sretch	
Phone number:	[REDACTED]	
Email:	carole.stretch@wmsociety.ca	
Acknowledgement:	<input checked="" type="checkbox"/> I confirm that the information provided in this CEP Grant Application Form is true; <input checked="" type="checkbox"/> I confirm that a representative is required to present this grant request at a future Council Meeting; <input checked="" type="checkbox"/> I confirm that if any amount is granted that the Grant Reporting Form is due by December 1 of this year; <input checked="" type="checkbox"/> I confirm that if any amount is granted, it will be used only for its intended purpose unless otherwise approved by Council.	
Signature:	[REDACTED]	Digitally signed by Carole Sretch Date: 2025.02.14 13:13:43 -08'00'

Funding decisions will be announced during a Regular Council Meeting in April 2025.

Please contact the Legislative Services Department at corporate@whistler.ca if you require any assistance.

Personal and third party information provided in this application form is collected under the authority of Section 26(c) of the Freedom of Information and Protection of Privacy Act. Should you have any questions regarding the collection, use and disclosure of this information please contact the Legislative and Privacy Coordinator at 604-935-8118 or at 4325 Blackcomb Way, Whistler.