

Community Investment Program's 2026 Equity Fund

Application Guidelines

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Statement of Intent

The Community Investment Program's (CIP) **Equity Fund** is designed to advance equity by investing in organizations that are led by, focused on, and accountable to priority communities. Through this funding, CIP seeks to reduce systemic funding barriers, strengthen community capacity, and support initiatives that improve social, economic, health, and community well-being outcomes across Peel.

Peel's communities are diverse and continue to experience varying and intersecting barriers to well-being. Growing pressures related to affordability, housing, food security, social inclusion, access to services, and system navigation disproportionately impact many priority populations, including newcomers, international students, seniors, low-income households, and single-parent families. These challenges highlight the importance of investing in community organizations that are trusted, responsive, and deeply connected to the communities they serve.

1. About the Equity Fund

Fund Framework and Purpose

Key Pillars

The Equity Fund is built on three key pillars. The pillars include:

- **Access to Funding**
- **Building Capacity**
- **Sustaining Community Ecosystems in Peel**

Together, these pillars create a pathway for advancing equity by reducing barriers to funding, strengthening the capacity of organizations to deliver culturally responsive programs and services, and supporting the long-term sustainability of the not-for-profit ecosystems in Peel.

Purpose

The purpose of the Equity Fund is to provide short-term program support funding to strengthen organizations, build community capacity and advance equity outcomes across Peel.

Funding will support culturally responsive programs and services that have been operating for a minimum of two years and are considering scaling existing models to meet current demand or reach underserved neighbourhoods and Wards.

The Equity fund will achieve the following outcomes:

- Improve access to culturally responsive programs and services.
- Strengthen organizational and service delivery capacity.
- Support community-led solutions to emerging needs.
- Foster collaboration and partnership among organizations.

- Contribute to a stronger and more sustainable community sector in Peel.

Equity Fund Priorities and Eligible Programs or Services

The Equity Fund will provide short-term funding directed toward initiatives that address specific community needs and priorities. Applicants must select one priority that best aligns to the proposed program or service intended to be expanded or enhanced to address a community's need **(Refer to Appendix B for definitions of expansion and enhancement)**.

The table below includes the six key priorities, objectives, and types of programs or services eligible for funding. Other programs or services not identified in the table may be considered for funding if it aligns with CIP's identified priorities and objectives.

Priority and Description	Priority Objectives	Types of Programs or Services Eligible for Funding
<i>Equity and Child Development:</i> Programs that support healthy development, wellbeing, and participation for children in middle childhood aged 7-14 from equity-deserving communities.	• Reduce inequities experienced by children and families. • Advance community inclusion and belonging. • Build pathways to positive youth outcomes and long-term community well-being.	• Mentorship, peer connection, and positive relationships. • Leadership, confidence-building, mental wellbeing • Culturally responsive identity, belonging, and inclusion activities. • Culturally appropriate navigation to improve access to supports. • Place based culturally appropriate programs that expand access in priority neighbourhoods/wards • Family/caregiver supports, which are connected to child development. • Navigate the barriers to generational poverty through housing- rent geared to income. generational families • Provide programs for middle childhood facing systemic barriers to culturally responsive. supports for eco-anxiety and climate-related mental-health impacts.
<i>Social Justice and Economic Inclusion:</i> Programs that advance equitable opportunities, leadership,	• Reduce systemic barriers and create fair access to leadership,	• Youth leadership, advocacy restorative justice and community accountability approaches.

Priority and Description	Priority Objectives	Types of Programs or Services Eligible for Funding
employment readiness, and community capacity for youth ages 15-24 and racialized adults 25+.	employment, skills-building. • Support programs led or serving racialized and equity deserving groups. • Strengthen restorative approaches that help youth and communities repair harm, build trust, and access equitable opportunities.	• Employment readiness, career exposure, and skills-building, mentorship and peer connections • Provide culturally responsive food access initiatives within Youth hubs that reduce barriers, strengthen belonging and trust, and connect youth early to community supports and opportunities • Training, and newcomer economic navigation. • Community-led capacity building programming for Youth in Peel Living. • Systems coordination for at risk youth.
<i>Housing Stability Supports:</i> Programs that help equity-deserving residents maintain housing stability through prevention, navigation, life skills, community support, and service connections.	• Prevent housing loss by helping residents remain housed before they reach crisis. • Improve access to housing, income, legal, and community supports. • Strengthen the life skills, wellness, and community connections that help residents maintain stable housing over time.	• Eviction prevention navigation and early intervention. • Tenancy education, rights information, and retention skills. • Financial literacy, budgeting, and income support navigation. • Connections to health and wellbeing supports, including mental health and substance-use supports. • Culturally responsive housing navigation for newcomers and international students. • Connections to food, settlement, family, and legal supports. • Cross-sector referrals that prevent housing crisis.
<i>Community Wellbeing and Social Inclusion:</i> Programs that reduce isolation and	• Reduce social isolation by helping residents	• Peer support, community connection, mental

Priority and Description	Priority Objectives	Types of Programs or Services Eligible for Funding
build social connection, participation, and belonging for equity-deserving communities.	feel connected and supported. • Strengthen community connection, participation, inclusion, and belonging for equity-deserving communities. • Promote safety, trust, wellness, and mutual support within communities. Note: Services and supports provided need to be trauma-informed.	wellbeing, and belonging programs. • Cultural, identity-based, and intergenerational gatherings. • Newcomer integration and social inclusion initiatives • Navigation of system. barriers for equity-deserving residents in Peel. • Community safety, anti-racism, and trust-building initiatives. • Digital literacy and access-to-services navigation. • Community-led initiatives that strengthen social connection and equitable access to culturally responsive food and resources for priority populations, including seniors and single mothers. • Support community wellbeing and climate resilience through accessible, culturally responsive programs that strengthen emergency preparedness, social connection, climate-health awareness, mental wellbeing, essential-needs support, service navigation, and access to safe indoor and outdoor spaces.
Human Sex Trafficking: Programs that provide upstream stability supports and coordinated community pathways for survivors ages 25+.	• Provide early support and prevention – helping survivors access support before they reach crisis. • Provide stability and healing – supporting safety planning, wellness, housing	• Safety planning, support navigation, and trusted referrals. • Life skills, education, training, and employment readiness. • Housing stability, financial literacy, and basic needs navigation.

Priority and Description	Priority Objectives	Types of Programs or Services Eligible for Funding
	stability, life skills, and recovery. • Support coordinated community pathways – helping survivors connect to trusted services, supports, and long-term resources.	• Wellness, healing, and health connection supports. • Survivor-led system. stewardship and service coordination. • Partnerships that reduce barriers to long-term support
Indigenous Community Development and Reconciliation: Indigenous-led or Indigenous-serving programs that support Indigenous community, culture, healing, belonging, and reconciliation.	• Support culture and identity – supporting Indigenous culture, traditions, language, and belonging. • Support healing and well-being – supporting community healing, wellness, and connection. • Support reconciliation and relationships – building understanding, respect, and meaningful relationships between Indigenous and non-Indigenous communities.	• Traditional teachings, ceremonies, and cultural gatherings. • Language, land-based learning, and cultural knowledge-sharing • Indigenous youth leadership and intergenerational connection. • Indigenous-led community development and service navigation. • Indigenous-led or serving health and mental health services including Indigenous healing practices independently or alongside other forms of care. • Relationship-building and reconciliation learning. • Culturally safe supports that build trust and access.

Alignment to Regional Programs and Strategies

The Equity Fund serves as an upstream, equity-focused investment mechanism that advances shared priorities across Peel's Community Safety and Well-Being, Poverty Reduction, Health, Income and Social Supports, Housing and Homelessness, Early Years and Child Care, Climate Change, Reconciliation, Equity, Accessibility, Diversity and Inclusion strategies.

Through its three pillars, Access to Funding, Building Capacity, and Sustaining Community Ecosystems in Peel, the Fund supports culturally responsive and community-led programs that reduce systemic barriers, address the root causes of poverty and instability, strengthen protective factors for children, youth and families, and foster improved housing, income security, community stability, belonging and overall well-being.

Investments also strengthen organizational resilience, cross-sector collaboration, integrated service pathways, evidence-informed planning and shared accountability, helping prevent crisis, reduce service gaps and advance equitable outcomes for priority communities across Peel. **Refer to Appendix F to see a list of Regional strategies.**

2. Funding Available

Funding Term and Funding Allocation

- Funding is provided for a 12-month term, from December 1, 2026, to November 30, 2027.
- Funding will be disbursed via one-time payment at the start of the funding period.

Funding Limits

Funding limits are as follow:

Funding Priority	Maximum Grant Allocation
Equity and Child Development	The maximum request is the lesser of \$100,000 or 25% of the organization’s gross revenue reported in its most recently completed year-end financial statements. CIP may approve less than the amount requested based on eligible costs, assessment results, demonstrated need, organizational capacity, available funding, and portfolio balance.
Social Justice and Economic Inclusion	
Community Wellbeing and Social Inclusion	
Housing Stability Supports	
Human Sex Trafficking	
Indigenous Community Development and Reconciliation	

IMPORTANT: An organization can only apply to one Fund priority.

Funding Conditions

- Funding must be used to deliver services to Peel residents.
- Fund recipients must participate in and attend all mandatory capacity-building workshops and training sessions and complete all required surveys.
- Applicants must demonstrate measurable progress for at least one of the identified equity deserving communities through timely completion of fund reports on approved KPI’s, outputs, and outcomes.
- Adhere to performance conditions specified in the Community Investment Program Funding Agreement and may be subject to an audit.
- All funding must be utilized and spent on approved eligible expenses between December 1, 2026, and November 30, 2027. Unspent funds will result in funding recoveries.

- Wherever possible, CIP will use information already held in GovGrants and will not request duplicate documentation.

3. Who Can Apply?

General Eligibility

Eligible applicants

Applicants eligible for the Equity Fund must:

- Have a physical location in Peel or demonstrate that the proposed program or service primarily serves Peel residents. Organizations without a physical location in Peel must describe their established service presence, community relationships, and ability to deliver the proposed activities in Peel.
- Be mandated to provide human and community services.
- Be incorporated as a not-for-profit organization and/or as a registered charity for a minimum of 2 years.
- Be governed by a volunteer board of directors in accordance with applicable federal and provincial legislation.
- Be compliant with the Ontario Human Rights Code in hiring practices and provision of services.
- Be compliant with all applicable federal and provincial legislation, municipal by-laws, and any current or past funding agreement(s) with Peel, including meeting all necessary reporting requirements and outstanding payments.
- Faith-based organizations that also deliver non-faith-based services must maintain separate financial records for each program.
- Maintain a publicly accessible source of information, such as a website, social media page, community directory listing, or other online presence, that includes the organization's mandate, programs, and contact information.

Ineligible applicants

The following applicants are not eligible for funding:

- Individuals
- For-profit organizations
- Fiscal sponsor partnerships (i.e. a not-for-profit organization that is not incorporated for at least two years partnering with a not-for-profit organization that has been incorporated for at least two years)
- Organizations acting in the capacity of a funding body.
- Faith based organizations that do not offer direct programs or services to the broader community.
- Organizations that only offer programs or services that involve religious activities or require participation in faith-based practices.
- Organizations affiliated with a political party or that have a political mandate.
- Any organization that does not meet the eligibility criteria written above.

- Programs or services where the federal or provincial government has the primary responsibility for funding, including but not limited to:
 - Hospital-based health programs
 - Medical research
 - Arts and cultural programs
 - Formal education and training
 - Settlement and English language instruction programs
- Programs or services funded or delivered by Brampton, Caledon, or Mississauga, including but not limited to:
 - Parks and recreation
 - Transportation
 - Environmental programs
 - Economic development
- Organizations with outstanding Recoveries, Progress and Reconciliation Reports from previous CIP grants

Equity Fund-Specific Eligibility Criteria

In addition to meeting the general eligibility criteria, applicants must also meet the following Fund specific criteria:

- The proposed program or service must have been in operation for a minimum of 2 years before the application deadline. Applicants must provide evidence of prior delivery such as service records, participant data, outcome information, annual reports or funding records, etc.
- The proposed program or service must align with at least one of the six Equity Fund priorities.
- Applicants must **primarily serve one or more** of the following priority communities: Asian, South Asian, Indigenous, or Black communities. Applicants must also demonstrate that they meet the applicable led, focused, or serving criteria set out below and provide the supporting information requested in the application. **Refer to Appendix A for community definitions.**
- Applicants must meet **at least one** of the following criteria:

☐	<i>Black serving</i> - has an approach that ensures that Black communities' distinct histories, needs and lived experiences are considered when designing and implementing program delivery. This includes using forms of engagement that ensure that community perspectives and feedback are captured and reflected in program design, delivery and evaluation.
☐	<i>Black focused</i> - at least 40% of clients served are Black; must have at least two programs and services that serve Black communities; and has a mandate, service delivery, outreach, vision, mission or strategic plan which explicitly states that the organization primarily serves Black communities

☐	<i>Black led</i> - at least 51% of executive, senior/middle management, founders and board identify as Black
☐	<i>South Asian led</i> - at least 51% of executive, senior/middle management, founders and board identify as South Asian
☐	<i>South Asian serving</i> - has an approach that ensures that South Asian communities' distinct histories, needs and lived experiences are considered when designing and implementing program delivery. This includes using forms of engagement that ensure that community perspectives and feedback are captured and reflected in program design, delivery and evaluation.
☐	<i>South Asian focused</i> - at least 40% of clients served are South Asian; must have at least two programs and services that serve South Asian communities; and has a mandate, service delivery, outreach, vision, mission or strategic plan which explicitly states that the organization primarily serves South Asian communities
☐	<i>Asian led</i> - at least 51% of executive, senior/middle management, founders and board identify as Asian
☐	<i>Asian serving</i> - has an approach that ensures that Asian communities' distinct histories, needs and lived experiences are considered when designing and implementing program delivery. This includes using forms of engagement that ensure that community perspectives and feedback are captured and reflected in program design, delivery and evaluation.
☐	<i>Asian focused</i> - at least 40% of clients served are Asian; must have at least two programs and services that serve Asian communities; and has a mandate, service delivery, outreach, vision, mission or strategic plan which explicitly states that the organization primarily serves Asian communities
☐	<i>Indigenous led</i> - at least 51% of executive, senior/middle management, founders and board identify as Indigenous
☐	<i>Indigenous serving</i> - has an approach that ensures that Indigenous communities' distinct histories, needs and lived experiences are considered when designing and implementing program delivery. This includes using forms of engagement that ensure that community perspectives and feedback are captured and reflected in program design, delivery and evaluation.
☐	<i>Indigenous focused</i> - at least 40% of clients served are Indigenous; must have at least two programs and services that serve Indigenous communities; and has a mandate, service delivery, outreach, vision, mission or strategic plan which explicitly states that the organization primarily serves Indigenous communities

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Partnerships and Collaboration

The Community Investment Program encourages collaboration among organizations that share a common commitment to advancing equity and improving outcomes for priority communities in Peel.

Organizations may submit a joint proposal where two or more eligible organizations work together to deliver the proposed program or service. Joint proposals should demonstrate how the partnership will strengthen service delivery, expand community reach, reduce duplication, improve cultural responsiveness, leverage complementary expertise, or create greater impact for priority communities.

Joint Applications

- Each participating organization must independently meet all General Eligibility Requirements and Equity Fund Eligibility Criteria.
- Submit all mandatory documents.
- Expand or enhance a program or service that has been in operation for a minimum of two years before the application deadline.

Funding and Accountability

Each participating organization will apply for and receive its own funding allocation through the joint application. Funding amounts approved according to the fund limits outlined above in these Guidelines.

Each participating organization:

- Can only submit one funding application jointly or individually.
- Is individually responsible for its own funding allocation.
- Must maintain separate financial records related to its approved activities.
- Must submit any required reports, financial reconciliations, supporting documentation, and performance information related to its portion of the funded activities.
- Remains accountable for achieving the outputs, outcomes, and commitments associated with its approved funding.
- May be subject to monitoring, audits, site visits, due diligence reviews, and recovery actions related to its funding allocation.

Partnership Documentation

Joint applicants must submit a partnership document by uploading it on their Service Provider Profile on GovGrant. The document must clearly identify:

- The purpose of the partnership.

- The roles and responsibilities of each organization.
- The activities and services each organization will deliver.
- Governance and decision-making processes.
- Data ownership, privacy, confidentiality, and information-sharing arrangements.
- Risk management and dispute-resolution processes.
- A budget that clearly identifies funding allocations and expenses associated with each partner.

Ineligible Partnership Arrangements

The following arrangements are not eligible:

- Fiscal sponsorship arrangements where one organization applies solely on behalf of an organization that is otherwise ineligible.
- Partnerships where one or more participating organizations do not meet the Fund's eligibility requirements.

Assessment of Joint Applications

In addition to the standard assessment criteria, joint applications may be assessed on:

- The strength and relevance of the partnership.
- Demonstrated value added through collaboration.
- Clarity of partner roles and accountability structures.
- Clarity of governance, accountability, and decision-making structures.
- The extent to which the partnership improves service access, cultural responsiveness, community reach, sustainability, and/or outcomes for priority communities.
- The partnership's capacity to successfully coordinate and deliver the proposed activities.

4. What the Fund Will Support

Eligible Expenses

The following expenses will be eligible for funding:

- Administrative cost (Capped at 15% of the total funding amount):
 - Administrative costs
 - Insurance
 - Lease and Occupancy costs
 - Utilities (for a physical business location only):

- Hydro and Water (must maintain separate records for personal and business operations, otherwise only 15% of the bill amount will be eligible)
 - Internet and phone bills (must maintain separate records for personal and business operations, otherwise only 15% of the bill amount will be eligible)
- Program supplies (Capped at 5% of the total funding amount):
 - May be eligible where they are necessary for direct service delivery, the cost is reasonable given the scope of the proposed program or service and used during the funding period.
- Salary, mandatory employment-related costs and benefits for frontline or specialized positions are eligible where the position directly delivers or supports the proposed program or service. Staff costs must be reasonable for the activities carried out. Below are examples of frontline and specialized staff positions that may be eligible for funding:
 - Frontline staff:
 - Youth worker
 - Case worker
 - Senior support worker (not personal support worker)
 - Outreach worker
 - Service coordinator
 - Youth employment counsellor
 - Harm reduction worker
 - Specialised staff
 - Navigator for human sex trafficking survivors
 - Counsellor
 - Crisis support worker
 - Violence prevention worker
 - Mental health and addictions
 - Clinical social worker
 - Parent educator
 - Family Mediator
- Staff training and development
 - Costs may be eligible when they are necessary to improve the quality, effectiveness, accessibility, or cultural responsiveness of funded programs or services. Examples include training related to community navigation, crisis intervention, survivor supports, youth mentorship, housing stability, newcomer supports, cultural competency, and evidence-informed practices that enhance service delivery to priority communities.

Eligible expenses will only be considered for funding where they are not supported by, and do not duplicate, funding received from other Regional programs, Federal, Provincial, or Municipal sources.

Please **refer to Appendix C for the definition of each of the eligible costs.** Any expense incurred outside of these categories may be considered ineligible, and the Region may require those funds to be repaid.

Ineligible Expenses

Funding must be spent in alignment with the Guidelines and Funding Agreement. Expenses not eligible for funding include, but not limited to:

- Activities completed or costs incurred before or after the funding period (December 1, 2026, to November 30, 2027).
- Administrative costs: Salaries or expenses related to positions primarily responsible for organizational management (Executive Director, Program Director, etc.)
- Eligible expenses that are receiving funding from other Regional funding programs within the same funding period.
- Administrative Assistant
- Legal Services
- Program Coordinator
- Financial Audit Fees
- Financial Support (i.e. Bookkeeper)
- IT/Data Management
- Annual fundraising drives or events.
- Capital expenses such as computers, printers, and office furniture.
- Durable assets and general office equipment unless expressly approved as an accessibility accommodation.
- Medical research or medical equipment.
- Political activities.
- Religious programs, activities, or proselytizing.
- Funding cannot be used to finance or support mergers, acquisitions, amalgamations, corporate restructuring or the purchase of another organization
- Honorariums/ Gift Cards
- Transportation (i.e., public transportation, rideshare, flights, mileage, etc.)
- Accommodations (i.e., hotels)
- Food and beverages
- Professional certifications (i.e., first aid training)
- Program supplies (refer to Appendix C for a description of ineligible program supplies)
- Conference fee
- Late payment fees or interest fees
- Bank fees

Please refer to Appendix C for the definition of each of the ineligible costs.

5. What Applicants Must Demonstrate

Community Need, Data and Evidence

CIP is introducing a new change that requires all applicants to provide data and evidence in the application form to demonstrate community need and alignment with funding priorities. This approach will ensure CIP funding is aligned to address the greatest needs in the community.

Applicants must use relevant, credible and proportionate evidence to demonstrate the community need, explain who is affected and why, and show how the proposed program or service aligns with the selected Equity Fund priority. The evidence should support a clear connection between the identified need, proposed activities, intended participants, expected outputs and outcomes, and the neighbourhoods or Wards to be served.

Indigenous data governance:

For Indigenous-led or Indigenous-serving proposals, data collection, use, ownership, access, reporting, and knowledge sharing must respect applicable Indigenous data sovereignty principles, community protocols, and agreements. Applicants should identify how Indigenous partners or communities will guide the use of community knowledge and how culturally sensitive information will be protected.

Required neighbourhood evidence:

The Region's [Neighbourhood Information Tool](#) must be used to identify each neighbourhood proposed for program or service expansion or enhancement and provide its Census Tract, and wellbeing score. Applicants may identify more than one neighbourhood to expand or enhance an existing program or service. Each neighbourhood will be assessed separately.

Additional evidence:

Where a selected neighbourhood has a wellbeing score above 73, provide at least one additional source that demonstrates a specific, current and relevant unmet need or service gap. Include a working link in the application or upload the supporting document to the Service Provider Profile in GovGrants. Missing required evidence may result in the application being considered incomplete.

Acceptable evidence may include:

- Federal, provincial, municipal or other public data, including census, administrative and neighbourhood-level data.
- Recent research, needs assessments, sector reports or service-system data from reputable institutions.

- The applicant's program data, including waitlists, referral volumes, service utilization, reach, participant characteristics or outcome trends, with the collection period and method identified.
- Community knowledge, including documented engagement, voluntary participant feedback, focus groups, advisory input or partner validation. Applicants should briefly describe who was engaged and how the information informed the proposal.

Evidence quality:

Use the most recent evidence available and identify the source, publication or collection date, geography and population represented. Where local or disaggregated data are unavailable, applicants may use broader data and explain its relevance, limitations and how it is supported by local community knowledge. Evidence requirements should be proportionate to the size and scope of the request. Applicants are not expected to commission new research.

Ethical and privacy-conscious use:

Do not submit personal or identifying participant information. Any applicant-collected data or community feedback must be gathered and reported in a culturally safe, trauma-informed, accessible and voluntary manner. Applicants should use aggregate information, protect confidentiality and obtain appropriate consent for quotations or stories.

Current Service Levels and Anticipated Outputs

All applicants are required to provide baseline data and anticipated outputs in their application related to the proposed program or service. Baseline data and anticipated outputs are important to establish current service levels, identify the expected reach and results of the proposed activities, and measure progress achieved through Equity Fund investments.

Anticipated outputs must be realistic for the approved funding amount and term. Where a baseline is unavailable, the applicant must explain why and describe how it will be established early in the funding period. CIP may approve revisions to targets where circumstances outside the recipient's control materially affect delivery.

This information enables CIP to assess the extent of program or service expansion or enhancement, monitor performance over the funding period, and evaluate the impact of funding on priority communities and neighbourhoods across Peel.

Applicants will report on the following outputs relevant to the proposed program or service, unless otherwise stated **(Refer to Appendix G for definitions)**:

- Percentage of Peel residents served by the organization
- Total # of unique Peel residents directly served through the proposed program or service in the last completed fiscal year
- Wards, municipalities, and/or neighbourhoods served in Peel
- Total # of participants served in the proposed program or service in the last completed fiscal year

- Total # of program sessions, workshops, delivered for the proposed program or service in the last completed fiscal year
- Total # of program or service outreach activities delivered in the last completed fiscal year
- Total # of unique Peel residents from Black, South Asian, Asian, and/or Indigenous communities directly served by the proposed program or service
- Total # of referrals, navigation supports or service connections provided in the last completed fiscal year for the proposed program or service
- Total # of volunteers or peer leaders involved in delivering the proposed program or service
- Total # of frontline staff involved in directly delivering the proposed program or service
- Total # of specialized staff involved in directly delivering the proposed program or service
- Total # of partners involved in delivering the proposed program or service

Applicants will also be required to provide data source, collection method, collection frequency, and responsible role for each selected output.

6. Application Requirements

Mandatory Documents Required

The following mandatory documents must be uploaded to your Service Provider Profile in GovGrants, the Region's online grant management platform, as part of your application:

- Articles of Incorporation
- Financial Statements
 - Organizations with annual gross revenues **above \$500,000** must submit 2024 and 2025 Audited Financial Statements prepared by an accountant that is registered with [CPA Ontario](#).
 - Organizations with annual gross revenue of **\$500,000 or less** must submit 2024 and 2025 Review Engagement Report prepared by an accountant that is registered with [CPA Ontario](#)
- Year to date (YTD) Balance Sheet and Income Statement ending July 31, 2026
- Copy of 2025 filed taxes
 - T1044 (non-profits only)
 - T3010 (charities only)
- Copy of your organization's most recent Annual General Meeting minutes
- Partnership Agreement, if applicable
- Evidence that demonstrates the proposed program or service has been in operation for a minimum of 2 years before the application deadline. Examples of documents include service records, participant data, outcome information, annual reports or funding records, etc.

- Evidence that demonstrates your organization's mission, vision and/or mandate document supports at least one of the priority communities (i.e., Black, South Asian, Asian or Indigenous). An alternative to uploading the documents on GovGrants is provide a working link to documents in the application form.
- Completed Budget Template (access the template [here](#))
- A completed Certificate of Insurance (access the template [here](#))
- Signed declaration of anti-discrimination (access the template [here](#))

7. How to Apply

The 2026 Equity Fund application has four required steps. Applicants must complete every step by the application deadline for their submission to be considered complete.

Step 1- All applicants must be registered on GovGrants:

- For organizations that have not registered with Community Investment Program in the past, they will be required to register for the GovGrants platform in advance of completing the application.
- Please note it may take 24 to 48 hours to receive your login credentials.
- [Click here](#) to learn more about GovGrants registration:
<https://peelregion.ca/business/community-partnerships/community-investment-program/registering-govgrants>

Step 2 - Service Provider Profile and Required Documents:

- All organizations will be required to complete or update their Service Provider Profile (SPP) in Gov Grants.
- **Please ensure your SPP is complete and up to date.** This includes entering all required information across all SPP tabs and completing the Community Investment Form in full.
- Attach the following mandatory documents in the Documents tab of your organization's SPP (see list in the Mandatory Documents Required section).
- [Click here](#) to visit the Region's Community Investment Program webpage for additional information and how to access to GovGrants.
- You can also email cip@peelregion.ca with questions regarding the SPP or application.

Step 3: Complete Application via Survey Monkey:

- Complete the following application through the Survey Monkey (access [here](#)) provided and submit. <https://www.surveymonkey.ca/r/ZNNMC79>
- A fillable PDF is available for reference and can be accessed through the [CIP webpage](#). The PDF will help in preparing your draft responses however, only applications submitted through Survey Monkey will be accepted.
- **We highly recommend that you complete the Application Form in the PDF copy of first and then copy and paste into the Survey Monkey Application Form in case of accidental loss.**

- Survey Monkey will let you revisit your application (prior to final submission) if you are working from the same IP address.
- SurveyMonkey may allow applicants to return to an unfinished application when they use the same device and browser and retain the required cookies. Applicants should not rely on this feature as their only copy and should save their responses separately before final submission.
- Email cip@peelregion.ca with questions regarding the SPP or application.

Step 4: Complete Budget Template

- Access the budget template through [Our Funds](#) webpage. Complete the template and upload it to your service provider profile.
- When completing the Budget Request Template, ensure your funding request covers the full 12-month funding term from December 1, 2026, to November 30, 2027, and does not exceed the specified funding limits.
- Refer to Eligible and Ineligible expenses sections of the Guidelines.

Application Deadline

- Submit your application on Survey Monkey by **September 30, 2026, at 5:00 pm**. Late and incomplete applications will be deemed ineligible.
- **Technical support from the CIP team will not be available after September 29, 2026, at 5:00 pm.**
- If you submit your application but fail to upload all required documents, the application will be considered incomplete and ineligible for funding. CIP staff will not contact organizations with outstanding required documentation.
- Where a disability-related accommodation cannot reasonably be arranged before the deadline, CIP may confirm an alternative submission method or timeline in writing, provided the request was made as early as reasonably possible.

Fund Review

A Fund Review Committee will assess eligible applications. The Committee may include Region of Peel staff and external community reviewers with relevant subject-matter, funding, lived, or community experience. Committee composition will support balanced perspectives and will be governed by the conflict-of-interest, confidentiality, orientation, and bias-awareness requirements in these Guidelines.

Notification of Funding Decision

Funding decisions are anticipated to be communicated 10 to 12 weeks after the application intake deadline. All applicants will be notified whether their application is approved or declined for funding.

Community Investment Program staff may conduct a site visit prior to any final funding decisions.

Accessible Application Formats

Applicants may request the application in an alternate format or seek support to address an accessibility or accommodation need aligned to the [Region's Accessibility Policy](#). Requests for accommodation will not affect the assessment of an application. Applicants can send an email request to cip@peelregion.ca.

8. Application Supports and Key Dates

Information Sessions

Community Investment Program staff will host two virtual information sessions to provide an overview of the Fund and to answer any questions about the application process.

GovGrants Resources

- To register in GovGrants: [Registering in GovGrants](#)
- To sign into GovGrants: [Applicant Login](#)
- Instructions to complete or update your Service Provider Profile: [Complete or update your Service Provider Profile](#)

Fund and Technical support

- Direct Fund and technical inquiries by email through cip@peelregion.ca
- Technical support is only available until 5:00 pm on September 29th. We highly recommend that you complete your application well in advance of the September 29th 5:00 pm support deadline to ensure all your questions have been answered in advance.
- To support fairness and transparency, CIP may publish responses to questions that are relevant to multiple applicants in a frequently asked questions document. Applicant-specific, confidential, or accommodation-related information will not be published. Where published guidance changes or clarifies a material requirement, CIP will identify the update date and notify registered applicants.
- In addition to the information sessions, CIP will host virtual drop-in sessions to support organizations that may have questions. Registration details will be shared through email.

Key Dates

2026 Equity Fund Key Dates	
Applications open	September 2, 2026

Application deadline	September 30, 2026, at 5:00 PM Ensure you submit your completed application form on SurveyMonkey and upload all necessary documents on GovGrants by the deadline. Late applications and incomplete applications will not be considered. If you submitted Survey Monkey but did not upload all documents, your application will not be eligible for funding.
Application and technical support availability	September 29, 2026, at 5:00 PM For application and GovGrants technical support inquiries, contact cip@peelregion.ca
Decision notification	December 2026 All organizations will be informed of the status of their application by email.
Funds disbursed	December 2026

****Note that timelines are subject to change***

9. How Applications are Assessed

The Community Investment Program remains committed to the transparent assessment of funding applications. We aim to invest in organizations that demonstrate financial viability while meeting service delivery and program objectives.

The Community Investment Program has a limited budget and demand continues to increase.

Our goal is to implement a balanced approach to strengthening organizations and distributing funding in an equitable and transparent way.

The table below outlines the review process and assessment criteria.

Step 1	Eligibility Review (Pass or Fail) All applications will be reviewed to ensure they meet all the general eligibility and Equity Fund eligibility requirements. Extensions for submitting late or missing documents will not be considered. Applications will be reviewed by CIP staff.
Step 2	Organization Health Assessment (Pass or Fail)

	Applications that pass the eligibility review will undergo an organizational health and risk assessment based on the financial documents submitted. The assessment will consider liquidity, leverage, operating results, revenue diversity, expenditure patterns, governance, and the organization's capacity to manage the proposed grant. Identified risks may result in additional due diligence, conditions, monitoring, staged payments, a reduced award, or a determination that the risk cannot be reasonably mitigated. Financial documents will be reviewed by the Regional Financial Services Unit.
Step 3	Equity, Demonstration of Need, Impact and Sustainability (60%) Eligible application with sound organization health will be assessed on: • Demonstration of alignment of an organization's mission, vision, and/or mandate to serving at least one of the identified priority communities. • Alignment between one of the six Equity priorities with the program or service proposed for expansion or enhancement to address a community need. • Alignment of program or service to populations served. Refer to Appendix D for a list and definitions of populations. • Data and evidence provided validates the community need an organization is proposing to address by scaling or enhancing a program or service using Equity funding. • Current and anticipated outputs are clear and attainable within the funding period. • A clear and feasible sustainability plan that explains how the applicant will maintain, scale, or responsibly transition the funded program or service after the funding period. (See Equity Fund Application Assessment Tip Sheet on our CIP webpage for more of a detailed breakdown of how this criterion is assessed). The Fund Review Committee is composed of Peel Region staff and community members including those with lived experience, other funders, and municipalities will conduct the Equity, Demonstration of Need and Impact Assessment.
Step 4	Budget Assessment (40%) Eligible applications with sound organization health will be assessed on: • Clarity and completeness of Budget Request • Alignment with fund priorities and funding priorities • Appropriate and reasonableness of costs give the number of participants, service intensity, location, and expected results. • Clear budget narrative that includes an explanation of: ○ How the cost of each budget item was estimated ○ How each budget item will contribute to your organization's efforts to enhance service capacity and delivery or expand access to underserved neighbourhoods and/or Wards.

	The lowest cost will not automatically receive the highest score where a higher-cost approach is justified by accessibility, cultural safety, trauma-informed delivery, specialized expertise, or service to populations facing greater barriers. (See Equity Fund Application Assessment Tip Sheet on our CIP webpage for more of a detailed breakdown of how this criterion is assessed). The completed budget templates will be reviewed by the FRC and CIP staff.
	Note: Where applications have equal or similar scores and available funding is insufficient, CIP may prioritize proposals that demonstrate stronger community accountability, greater unmet need, less duplication, broader geographic access, and a more credible plan for sustainability and service continuity.

10. For Successful Applicants: Reporting Requirements, Recoveries and Reallocations

All successful organizations must submit Progress (mid-term and final) and Reconciliation Reports through GovGrants. The Region may also conduct a site visit at any time as part of the monitoring process.

Progress Reports:

- **Quantitative data:** Fund recipients will report on progress toward grant outcomes, Key Performance Indicators- KPIs and outputs. **For a list of all Outcomes, Outputs, and KPI's refer to Appendix E.**
- **Qualitative and participant-reported evidence:** In addition to required quantitative measures, fund recipients must provide brief qualitative and participant-reported evidence of change. Evidence may include voluntary participant feedback, stories of change, community validation, or descriptions of improvements in service access, cultural responsiveness, safety, belonging, wellbeing, or organizational practice. Collection methods must be culturally safe, trauma-informed, accessible, voluntary, and appropriate to the participants and priority community. Reports must protect participant privacy and should not include identifying information without informed consent.
- Recipients must report the number of participants invited to provide feedback, the number who responded, and any known limitations in the data. Participant feedback must be voluntary, and receipt of service must not depend on completing a survey. Where sample sizes are small, results must be reported in a way that protects confidentiality and avoids identifying individuals or communities.

Reconciliation Reports

The report will capture actual expenditures for each eligible and approved expenses. Fund recipients must:

- Reconcile the amount of funding received. The reconciliation provides confirmation the funding was allocated according to the guidelines and identifies surplus funds to be recovered.
- Submit financial documentation for all approved eligible expenses (i.e. administrative invoices, receipts, payroll records) to complete the financial reconciliation. **If you are unable to provide the required documentation you may be required to repay the funds to the Region.**

Recoveries

CIP will use a proportionate, risk-based monitoring approach. Where progress is below target or circumstances change, CIP and the fund recipient may agree to a performance improvement plan, revised milestones, technical assistance, enhanced reporting, or other reasonable mitigation.

Funding recovery or termination will generally be considered after opportunities for correction, except where there is fraud, serious misconduct, material misrepresentation, an immediate safety concern, or an unmitigable breach of the Funding Agreement.

Fund recipients will return unused funds or funds not utilized in accordance with the conditions outlined in this Guideline and/or Funding Agreement. Organizations will repay the Peel Region - Community Investment Program all or part of their funding in the following situations:

- Funds were not fully spent.
- Funding was not used in accordance with the terms of the Funding Agreement or this Guideline.

Reallocations

Fund recipients must obtain prior written approval from CIP before making a material change to the approved activities, staffing, service geography, outcomes, or budget. Requests must explain the reason for the change, confirm continued alignment with Fund priorities, and identify any effect on outputs, outcomes, timelines, or participants. Approval is not guaranteed, and changes made without approval may be deemed ineligible. Requests are to be submitted by email to cip@peelregion.ca.

11. Community Investment Program General Information

Equity Statement

The Community Investment Program recognizes the importance of equity and is committed to applying an equity lens to the funding program to ensure that the diversity of our local service providers and community is reflected in Community Investment Program decision-making, grant opportunities, policies, and practices.

Freedom of Information

All information that is in the custody or control of the Region is subject to the access provisions of the *Municipal Freedom of Information and Protection of Privacy Act*. The information submitted in your funding application will be used for the purpose of assessing your application for funding.

Recognition of Community Investment Program Funding

The Community Investment Program encourages funding recipients to acknowledge Community Investment Program funding in promotional and program materials. The Community Investment Program will provide logo and terms of usage in various digital formats upon request.

Privacy & Data Retention

Application information will only be accessed by authorized staff and reviewers. Application information may be used for, without limitation, program administration, assessment, monitoring, evaluation, audit, compliance, or for legal purposes. This information will be retained and disposed of in accordance with Peel's records management and privacy policies. Applicants should only submit information necessary for the application and must not include personal health information or identifiable participant information unless expressly requested and lawfully permitted.

All information provided during the Term of funding will be retained, stored, and accessed in accordance with applicable legislation and the CIP Funding Agreement, executed by both Peel and the Service Provider.

Artificial Intelligence Statement

CIP has introduced a new artificial intelligence (AI) statement that applicants will be required to acknowledge when submitting grant proposals. Applicants may use artificial intelligence tools to assist in preparing an application; however, the applicant remains responsible for all submitted content. Applicants must verify the accuracy, originality, completeness, and appropriateness of AI-assisted content and must not enter confidential, personal, proprietary, culturally sensitive, or participant-identifying information into an AI tool unless authorized and protected by appropriate safeguards. False, misleading, fabricated, plagiarized, or privacy-breaching content may result in disqualification or other action under the Funding Agreement. Use of AI will not, by itself, affect an application's assessment.

Accessibility and Accommodation

The Community Investment Program is committed to providing an accessible and inclusive application process. Applicants may request disability-related accommodations, alternate formats, communication supports, language or interpretation supports, or assistance to understand and complete the application requirements.

Accommodation requests will be considered individually and, where possible, arranged in consultation with the applicant. Applicants are encouraged to contact cip@peelregion.ca as early as possible before the application deadline to allow sufficient time to arrange appropriate supports.

Requesting an accommodation will not disadvantage an applicant or affect the assessment of an application. Information related to an accommodation request will be handled confidentially and used only to arrange the requested support. Applicants remain responsible for submitting a complete application and all required documents by the deadline, unless an alternative arrangement has been confirmed in writing by the Community Investment Program.

Application Clarification Rules

During the review process, CIP may contact an applicant to clarify information that is unclear, internally inconsistent or reasonably open to interpretation, or to allow a minor administrative issue to be corrected. Clarification requests will be applied consistently and will not permit an applicant to revise the substance of its proposal, introduce a new program or project, materially increase the funding request, replace missing substantive evidence, or add mandatory documents that were not submitted by the application deadline.

CIP will distinguish between minor administrative omissions and material deficiencies. A minor administrative omission is an error that does not affect eligibility, the proposed activities, assessment results, funding amount or the fairness of the competitive process. A material deficiency is missing, inaccurate or incomplete information that prevents CIP from confirming eligibility, completing a fair assessment, validating a mandatory requirement or determining the reasonableness of the funding request. Applications with material deficiencies may be deemed incomplete or ineligible.

Where clarification is requested, CIP will identify the information required and provide a reasonable response deadline. The same standards will be used for applicants in comparable circumstances. Failure to respond by the stated deadline, or a response that does not resolve a material deficiency, may result in the application proceeding based on the information originally submitted or being deemed incomplete or ineligible.

Reviewer Conflict of Interest and Confidentiality

All staff and community reviewers must complete conflict-of-interest and confidentiality declarations before accessing applications. Reviewers must disclose any actual, potential or perceived conflict of interest, including personal, professional, financial or organizational relationships with an applicant, and must not review, score, discuss or influence decisions about an affected application. CIP will determine appropriate mitigation, which may include recusal and reassignment to another reviewer.

Application information must be kept confidential and used only for eligibility review, assessment, funding recommendations and related administrative purposes. Reviewers must not share, copy, download, retain or discuss application information outside the approved review process and must follow all applicable privacy, records-management and information-

security requirements. Reviewers must securely return or destroy review materials when the process is complete, as directed by CIP.

Community reviewers will receive orientation on the Fund's priorities, equity principles, assessment criteria and scoring rubric, confidentiality obligations, conflict-of-interest requirements, bias awareness, and the appropriate use of lived and community experience. Any suspected breach of confidentiality or conflict-of-interest requirement must be reported promptly to CIP and may result in removal from the review process.

Funding Feedback

Unsuccessful applicants may request a one-on-one meeting to discuss assessment results, including strengths and areas for improvement.

12. Appendices

Appendix A: Priority Communities Definitions

Priority Community	Definition
Asian	Refers to a person and/or peoples whose origin, descent and/or identity includes but not limited to East Asian (e.g. China, Japan, Korea), and Southeast Asia (e.g., Philippines, Vietnam). However, the Equity Fund Framework focuses on Chinese and Filipino populations based on their significant representation in Peel and the inclusion of a separate South Asian Category.
Black	Refers to a person and or/peoples of African origin and descent who identify as Black, including but limited to African Canadian, Afro-Caribbean, Afro-Latinx, East African, West African, Southern and Central African, North African, Afro-Arab, Afro-Indigenous, etc
Indigenous	refers to the First Peoples, including First Nations, Inuit and Metis Nation. It refers to the original inhabitants of a territory. People classified as indigenous under the international law.
South Asian	Refers to individuals who trace their ancestry to the Indian subcontinent, which includes countries like India, Pakistan, Bangladesh, Sri Lanka, Nepal, Bhutan and the Maldives. We use the term South Asian for consistency with Statistics Canada definitions while recognizing its limitations. South Asian communities are diverse and include people with a wide range of cultural, ethnic, linguistic, religious, and national identities, as well as different migration histories and generational experiences. This includes individuals born in South Asia and those born elsewhere within the global South Asian diaspora. We acknowledge that some people may prefer to be identified by their specific cultural, national, linguistic, or community affiliations rather than the broader term "South Asian".

Appendix B: Fund Expansion and Enhancement Definition

For this Fund, expansion means increasing the reach, service volume, geographic coverage, or participant access of an established program or service. Enhancement means strengthening the quality, cultural responsiveness, accessibility, coordination, or effectiveness of an established program or service. Funding is not intended for entirely new or untested programs or services.

Appendix C: Eligible and Ineligible Costs Definitions

Eligible Costs Definitions

Eligible Costs	Definition
Administrative Costs (Capped at 15% of the total funding)	Indirect operating expenses required to support the delivery and administration of funded activities. Administrative support costs are capped at 15% of the total funding request. Eligible Administrative Costs only include: Insurance: Costs for business-related insurance coverage necessary for organizational operations and program delivery, including general liability, property, and directors' and officers' insurance. Lease and Occupancy: Costs associated with renting a physical location used for organizational operations or program delivery. Eligible expenses are limited to rent payments for the leased space. Costs related to building maintenance and operations, including but not limited to cleaning services, janitorial supplies, waste collection, garbage removal, property maintenance, repairs, security services, snow removal, landscaping, and other occupancy-related expenses, are not eligible under this category. Any expenses beyond rent for a physical location will be deemed ineligible. Utilities: Costs associated with operating a physical business location used for organizational operations or program delivery, including: • Hydro/ electricity • Water • Business Internet Services • Business Telephone Services Where utilities, internet, or telephone services are used for both personal and business purposes, separate records must be maintained to demonstrate the business-related portion of the expense. If separate records are not maintained, only 15% of the total bill amount will be considered eligible for reimbursement.

Program Supplies (Capped at 5% of the total funding)	Costs associated with resources and materials that are directly used to deliver programs, services, or activities to participants during the funding period only . Examples include, but not limited, to educational materials, participant kit and activity supplies.
Salary and mandatory employment related costs	Salary and mandatory employment related costs for frontline and specialised staff where the position directly delivers or supports the proposed program or service. Staff costs must be reasonable for the activities carried out. Frontline staff: Staff who directly delivers services and supports to participants and community members, including outreach, case management, navigation, referrals, advocacy, and service coordination. These staff have regular, direct interaction with participants and are responsible for implementing program activities and supporting participant outcomes. Specialized staff: Staff with specialized qualifications, knowledge, cultural expertise, or lived experience who provide clinical, therapeutic, legal-information, crisis, violence-prevention, healing, mediation, or other specialized supports directly connected to approved program outcomes. Applicants must identify the qualifications or experience required, the duties to be funded, and any applicable professional or regulatory requirements.
Staff Training and Development	refers to learning opportunities, professional development activities, certifications, coaching, and skills-building initiatives. Costs may be eligible when they are necessary to improve the quality, effectiveness, accessibility, or cultural responsiveness of funded programs or services. Examples include training related to community navigation, crisis intervention, survivor supports, youth mentorship, housing stability, newcomer supports, cultural competency, and evidence-informed practices that enhance service delivery to priority communities.

Ineligible Costs Definitions

Ineligible Costs	Definition
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Activities completed or costs incurred prior to funding approval	Any activities undertaken or expenses incurred before written funding approval is received from the Region of Peel. Funding cannot be applied retroactively.
Expenses funded through other Regional Programs	Eligible expenses that are already funded, in whole or in part, through another Region of Peel funding program within the same funding period are ineligible for funding.
Administrative Assistant	Salaries and expenses associated with organization management including Executive Director, Program Director, Operations Manager, Program Coordinator etc. Costs also associated with administrative staff who provide operational and clerical support to the organization and funded activities, such as scheduling, record keeping, document preparation, reporting, correspondence, and general office administration.
Financial Support	Costs related to financial administration services required to manage organizational finances and funding, including bookkeeping, payroll processing, accounts payable/receivable, and financial record maintenance.
Financial Audit Fee	Costs associated with the preparation, review, examination, audit, compilation, or assurance of an organization's financial statement, records, accounts, internal controls, or financial reporting by an external auditor, accounting firm, or other financial professional.
IT/Data Management	Costs related to technology systems and data management required to support program operations, including software subscriptions, database management, cybersecurity measures, cloud storage, and technical support services.
Legal services	Costs associated with legal advice, representation, litigation, dispute resolution, incorporation, contract review, or other legal services.
Annual Fundraising Drives or Events	Costs associated with fundraising campaigns, donor engagement activities, galas, charity events, sponsorship events, or other activities primarily intended to raise funds for the organization.
Capital Expenses	Costs associated with the purchase, lease-to-own, or financing of capital assets, including but not limited to computers, laptops, tablets, printers, office furniture, equipment, vehicles, and other durable assets.
Medical Research or Medical Equipment	Costs associated with medical research, clinical studies, medical devices, diagnostic equipment, treatment equipment, or other healthcare-related equipment purchases.
Political Activities	Activities intended to influence political parties, candidates, elected officials, legislation, or government policy, including advocacy campaigns, lobbying activities, and political events.

Religious Activities	Costs associated with religious worship, faith-based instruction, proselytizing, religious ceremonies, or activities intended to promote or advance a particular faith or belief system.
Organizational Restructuring	Funding may not be used to finance or support mergers, acquisitions, amalgamations, corporate restructuring, organizational takeovers, or the purchase of another organization or its assets.
Honorariums	Payments provided as a gesture of appreciation, recognition, or goodwill rather than as compensation for employment or contracted services.
Transportation	Costs associated with travel and transportation, including public transit, rideshare services, taxis, mileage reimbursement, vehicle rentals, parking, airfare, rail travel, and other transportation expenses.
Accommodations	Costs related to overnight stays or lodging, including hotels, motels, short-term rentals, conference accommodations, and other forms of temporary housing.
Food and Beverages	Costs associated with meals, catering, refreshments, snacks, beverages, hospitality, or entertainment expenses.
Professional Certifications	Costs associated with obtaining, maintaining, or renewing professional certifications, licenses, designations, or credentials, including First Aid, CPR, and other certification training.
Conference Fees	Registration fees, attendance costs, memberships, event passes, or related expenses associated with conferences, conventions, trade shows, or networking events.
Late payment fees and interest charges	Penalties, interest charges, finance charges, late payment fees, or other costs resulting from overdue payments or financial obligations.
Bank Fees	Routine banking costs, transaction fees, service charges, overdraft fees, credit card fees, wire transfer fees, and other financial institution charges.
Program Supplies	Costs associated with durable materials, equipment, or supplies that are directly used to deliver programs, services, or activities to participants but could be used beyond the funding period have an ongoing useful life beyond the funding period and can continue to be used after the funded activities are completed.

Appendix D: Populations Definitions

Population Definitions

Population	Definition
Children	Individuals aged 0-14.

Economically Disadvantaged people (low-income, ODSP, OW, unemployed)	Individuals or families whose annual income falls within the "low-income cut-offs" (LICOs) as defined by Statistics Canada. LICOs are intended to convey the income level at which a family may be in straitened circumstances because it must spend a greater portion of its income on the basics (food, clothing and shelter) more than the average family of similar size. LICOs vary by family size and by size of community.
Equity-deserving community	Groups that experience systemic barriers, discrimination, or inequitable access to opportunities, services, and resources, and may require additional supports to achieve equitable outcomes. Examples may include Indigenous Peoples, racialized communities, newcomers, persons with disabilities, 2SLGBTQI+ individuals, women, seniors, youth, and people experiencing poverty or homelessness.
Families	Individuals in a parent and child relationship. This can also mean a parent and child "type" of relationship, that may not be based on blood or adoption ties, but that is based on care, responsibility, and commitment.
Francophone	Individuals whose first language learned at home in childhood and at present is French, and individuals whose first language is neither English nor French (allophones) but who have a particular knowledge of French as an official language and use it at home.
Indigenous (First Nation, Metis, Urban, and Inuit) Peoples	refers to the First Peoples, including First Nations, Inuit and Metis Nation. It refers to the original inhabitants of a territory. People classified as indigenous under the international law.
Men	All people who identify as men, whether they are cisgender or transgender men.
Newcomers, immigrants, refugees, and undocumented immigrants	Individuals residing in Canada who were born outside of Canada and who have arrived in the last 5 years prior to a given census year. For the 2016 census, newcomers are landed immigrants who arrived in Canada between January 1, 2011 and Census day.

People with disabilities	Individuals who have physical, sensory, developmental, cognitive, mental or emotional limitations, illnesses or injuries that affect their ability to engage in one or more major life activities. Disabilities and health conditions may be temporary or permanent, may be present at birth or occur at any point in a person's lifetime, and can be of different levels of severity.
People with lived/living experience of substance use	People with lived or living experience of substance use; individuals whose use of alcohol, prescription medication, or other substances has affected their health, wellbeing, relationships, housing, employment, or daily life. Experiences and supports needs vary, and applicants should use person-centred, non-stigmatizing language when describing participants and services.
People with lived/living mental health challenges	Individuals experiencing alteration in thoughts, feelings, and perceptions that are severe enough to affect day-to-day functioning. Some examples are anxiety disorders, schizophrenia, and mood disorders, such as major depressive disorder and bipolar disorder.
Seniors	Individuals aged 65 years and older.
2SLGBTQ+	Individuals who are Two-Spirit, lesbian, gay, bisexual, transgender, queer, and additionally people who identify as part of sexual and gender diverse communities.
Victims/survivors of family/intimate partner violence	Individual(s) experiencing any pattern of behavior that is used to gain or maintain power and control in an intimate relationship. It includes all physical, sexual, emotional, economic, and psychological actions or threats of actions that influence another person.
Women	Individuals who identify as women, whether they are cisgender or transgender women.
Youth	Individuals aged 15-24 years old.

Appendix E: Organization Level Outcomes, Outputs and Key Performance Indicators

Through Progress Reports, fund recipients **must select two outcomes** that align with the approved funding priority. For each selected outcome, recipients must report the core indicators identified by CIP and may select additional indicators that are relevant to the approved program or service. CIP will confirm the final indicator set, definitions, data sources, reporting frequency, and targets in the Funding Agreement. Please note that these outcomes, output, and KPIs are subject to change in the progress reports.

Outcome 1: Enhanced or expanded culturally responsive and culturally safe programs for one of the Equity Fund priority areas and increased reach in priority communities.

- ☐ Total # of neighbourhoods served through program or service expansion or enhancement.
- ☐ Percentage of clients reporting programs or services were culturally relevant
- ☐ Percentage of new participants reached in priority neighbourhoods/wards
- ☐ Total # of sessions, workshops, groups, events, outreach activities, or service interactions delivered.
- ☐ Total # of Peel residents served through expanded or enhanced programs or services.

Outcome 2: Participants have improved access to relevant supports, service connections and opportunities that meet their needs.

- ☐ Total # of participants receiving one-to-one support, referrals, navigation, or case coordination.
- ☐ Percentage of participants who report that services were accessible and relevant
- ☐ Percentage of participants who successfully connected to a referred support
 - Total # of referrals or service connections made to community, housing, employment, survivor support, cultural, newcomer supports or other relevant services.
 - Total # of participants supported to access leadership, employment readiness, housing stability, life-skills, digital literacy, restorative justice, cultural connection, or community pathway opportunities
- ☐ Percentage of participants who report increased knowledge, confidence, or ability to navigate services.
- ☐ **Outcome 3: Participants experienced increased social connection, cultural belonging, confidence, wellbeing, or sense of support through the funded program.**
 - ☐ Percentage of participants reporting improvement from baseline,
 - ☐ Percentage of participants who feel culturally safe and respected.

- ☐ Percentage of participants who report stronger connection to community or supports.
- ☐ Total # of participants attending program activities focused on connection, belonging, or wellbeing.
- ☐ Total # of children in middle childhood (7-14 years of age) attending program activities focused on peer connection, confidence building, or mental wellbeing
- ☐ Total # of culturally responsive or culturally safe activities delivered to support social connection, cultural belonging, or wellbeing.

Outcome 4: Funded organizations strengthened governance, operations, reporting, partnerships, staffing, or sustainability practices.

- ☐ Evidence that staff, volunteers, board members, or partners applied capacity-building learning to improve governance, operations, reporting, staffing, partnerships, or service delivery.
- ☐ Evidence that new or revised tools, policies, procedures, or systems are being used consistently and have improved organizational effectiveness, accountability, accessibility, cultural responsiveness, or service quality.
- ☐ Evidence that partnerships have been formalized or strengthened and have improved coordination, referrals, shared resources, service reach, or continuity for priority communities.
- ☐ Progress against defined sustainability milestones, including diversified revenue, new or renewed funding, stronger financial planning, reduced reliance on a single funder, or integration of funded activities into ongoing operations.
- ☐ Evidence that organizational improvements are sustained over time, including clear ownership, documented processes, allocated resources, staff or board adoption, and plans to monitor and maintain the changes beyond the funding period.

Appendix F: Regional Strategies

- **Community Safety and Well-being Plan** sets out how partners across different sectors can work together to make Peel a safer, more inclusive, and connected community where all residents thrive
- **Peel Poverty Reduction Strategy** (2018-2029) focuses intentionally on 3 priority areas, income security, economic opportunity, and well-being and social inclusion.
- **Peel Public Health Strategic Plan** (2020-2029) plan presents 5 strategic priorities based on the public health needs of Peel residents, now and in the future.
- **Seniors Services** (2024-2029) Plan is focused on addressing the needs of the growing seniors' population in Brampton, Caledon, and Mississauga.
- **Peel Housing and Homelessness Plan** (2018-2028) plan to help residents get and keep housing they can afford and prevent homelessness in Peel.
- **Early Years and Child Care** (2025-2030) is a road map for how we will continue to build and grow an early years and child care system that meets the evolving needs of children and families in Peel.

- **Strategy to Address Human Sex Trafficking in Peel Region** strategy aims to address human sex trafficking through Prevention, Intervention and Exits.
- **Climate Change Master Plan** 10-year plan that outlines actions and activities to manage climate change.
- **Accessibility Plan** Plan outlines how the Region will keep removing barriers and improving accessibility for everyone in Peel.
- **Diversity, equity and inclusion strategy** Peel Region's 5-year strategy to strengthen well-being and belonging across our organization and in the communities we serve.

Appendix G: Output Definitions

Term	Definition
# of unique Peel residents	Refers to a single person counted only once during the reporting period, regardless of how many times they access services.
Total # of participants	refers to counting every single instance of participation. For example, one person who attended a program or service twice is counted twice
Directly Served	Refers to individuals or households who receive food or food-related services directly from your organization.
Program	Is a planned initiative or series of activities designed to achieve a specific goal or outcome. It is the overarching structure under which workshops and sessions occur. Example: "Mental health for Youth" is one program, even if it includes multiple workshops or sessions.
Session	Is a single, scheduled occurrence of a workshop or activity delivered to participants. Each distinct date/time counts as one session, regardless of the number of attendees. Example: If the mental health program includes six separate sessions on different dates, that equals 6 sessions.