



SDG 10 calls for a global response to the enormous inequalities that exist in the world.



COMMUNITY
FOUNDATIONS
OF CANADA

**The Learning
Institute**

Many community foundations are exploring the Sustainable Development Goals (SDGs) within their planning, granting, convening, Vital Signs and more. This Fact Sheet is part of a series that focuses on specific SDGs to engage and inspire community foundations of all sizes to deepen their work around these goals.

What is this approach?

The [targets of SDG 10](#) focus our efforts on reducing income inequality, promoting the social, economic and political inclusion of all, taking systemic action to ensure equal opportunity and to reduce inequalities of outcome, supporting safe and responsible migration, and ensuring a greater role for developing countries in our global community. The SDGs are also grounded in the principle of “[leave no one behind](#)” (LNOB), which acknowledges that progress has often come at the expense of marginalized groups through colonization, discrimination and exclusion. Despite the global commitment to SDG 10, inequality is on the rise and is driving persistent poverty, conflict, polarization and environmental degradation ([source](#)). Almost 1 in 5 people reports being discriminated against ([source](#)), and the world’s 2,153 billionaires have more wealth than 60% of the planet’s population ([source](#)). The same patterns play out in Canada where, in 2016, the two richest people had more wealth than 11 million Canadians or 30% of the population ([source](#)).

WORDS YOU SHOULD KNOW

Leave No One Behind

Leave no one behind (LNOB) is the central, transformative promise of the 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs). It represents the unequivocal commitment of all UN Member States to eradicate poverty in all its forms, end discrimination and exclusion, and reduce the inequalities and vulnerabilities that leave people behind.

— [UN SUSTAINABLE DEVELOPMENT GROUP](#)

Canada’s implementation of the SDGs will support reconciliation, establishing and maintaining a mutually respectful relationship between the Indigenous and non-Indigenous communities in this country.

— [TOWARDS CANADA’S 2030 AGENDA NATIONAL STRATEGY](#)

In Canada, the government’s approach to SDG 10 emphasizes the importance of diversity and inclusion with a focus on [source](#):

- Gender equality and an intersectional approach to working with women and girls.
- Newcomers to Canada and the barriers faced by recent immigrants and refugees.
- Racialized minorities in Canada and a focus on anti-racism.
- Support for the 2SLGBTQ+ community.
- Removal of barriers to inclusion for people with disabilities.

Supporting reconciliation is one of the five pillars of Canada’s proposed [national strategy for SDG implementation](#). The interim strategy states that “leaving no one behind and reducing inequalities is of particular relevance to Indigenous peoples who are frequently at a disadvantage compared to other segments of the population.” [Canada’s Anti-Racism Strategy](#) is also in line with SDG 10 priorities through its focus on combatting “racism and discrimination that is anti-Indigenous, Islamophobic, antisemitic, anti-Black, or homophobic.”

WORDS YOU SHOULD KNOW **Diversity**

Diversity includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another. While diversity is often used in reference to race, ethnicity, and gender, we embrace a broader definition of diversity that also includes age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance.

— GOVERNANCE AND GRANTMAKING

Inclusion

Inclusion is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate.

— GOVERNANCE AND GRANTMAKING

Equity

Equity is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. Improving equity involves increasing justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources.

— GOVERNANCE AND GRANTMAKING

At the local scale, SDG 10 draws attention to the importance of diversity, equity and inclusion (DEI) in our communities. Across Canada there are large differences in employment, income, poverty levels and even life expectancy among communities ([source](#)). Within communities, an intersectional lens and a DEI approach draws attention to inequalities in life opportunities and outcomes that exist due to differences of gender, sexuality, ethnicity, age, religion, wealth and ability. A DEI approach also reveals how discrimination and exclusion can drive persistent inequality.

Community scale approaches to SDG 10 include:

- Awareness raising about diversity, equity and inclusion issues in the community.
- Making buildings and public spaces accessible to people of all abilities.
- Ensuring equal access to municipal and community services and infrastructure, such as public transport, community gardens, parks and libraries.
- Ensuring equal access to financial resources such as business loans, investment opportunities and community grants.
- Encouraging the participation of all community members in sports, arts and other community activities, including events that allow community members to share their unique culture, history and perspectives.
- Having community leadership that reflects the diversity of the community and creates spaces for voices that are not normally heard, such as on city council or school boards.
- Combatting racism and discrimination in the community, including campaigns against hate speech and support for reporting racist abuse or discrimination.
- Community truth and reconciliation activities, including holding community dialogues that centre Canada's colonial history and the harm that continues to perpetrate Indigenous peoples.

Why is it important for grantmakers?

COVID-19 has laid bare the many forms of inequality that persist in Canada, with marginalized communities more disproportionately affected and less able to cope with the pandemic ([source](#)). In particular, the Black Lives Matter movement has drawn our attention to racial inequality and the need to address systemic racism and white supremacy in Canada. Black-led organizations receive less than 0.1% of funds from Canadian foundations, and action on SDG 10 will require asking hard questions of ourselves and taking firm action to address racial inequality. The process of reconciliation with Indigenous peoples recognizes that Canada's national progress has come at the expense of Indigenous communities and their colonization and genocide. Community Foundations of Canada has responded with a call to go beyond diversity, equity and inclusion to supporting and progressing anti-racism in order to achieve SDG 10. The Philanthropic Community's Declaration of Action is another indication of the importance of SDG 10, with 85 Canadian philanthropic organizations showing their commitment to the shared goal of reconciliation and decolonization.

WORDS YOU SHOULD KNOW

Anti-Racism

The Canadian Race Relations Foundation defines anti-racism as the active and consistent process of change to eliminate individual, institutional and systemic racism. CFC believes that anti-racism work is rooted in the practice of dismantling systems of white supremacy and preconceived biases against racialized communities.

— OUR COMMITMENT TO ANTI-RACISM

Anti-racism and equity work are directly grounded in SDG 10. As CFC works to progress and support the SDGs across our work and the work of community foundations, we must also acknowledge that dismantling racism is included in and inherent to these goals.

— OUR COMMITMENT TO ANTI-RACISM



At the community scale, 82 cities are members of the Canadian Coalition of Inclusive Municipalities, and the importance of SDG 10 can be seen in a range of community foundation activities including:

- The self-reflection that community foundations have been doing in relation to their role in systemic racism, colonialism and the continued marginalization of diverse Canadians.
- Widespread commitments to racial equity and anti-racism, including Vancouver Foundation's five commitments for racial justice and their action plan for realizing these.
- The many truth and reconciliation projects being carried out by foundations, such as First Peoples Talking Circles in Kingston, a community dialogue on truth and reconciliation in Temagami, relationship building between First Nations and non-Indigenous youth in Peterborough and the preservation of the important history of residential schools in Brant.
- The creation of the Indigenous Peoples Resilience Fund — an Indigenous led effort that responds to urgent community needs by funding Indigenous-led organizations.
- The Edmonton Community Foundation's equity work, including the launch of the Shift Lab, which explores racism in the city and develops initiatives that address the interconnected issues of racism and poverty.

- The development of the [Collective Fund for Social Equity](#) by the Foundation of Greater Montréal, which focuses on SDG 10 and the need to address equity and inclusion.
- The work of the Clayoquot Biosphere Trust in [researching a local living wage](#) to understand and address inequality in their communities.
- The work of the Community Foundation of Lethbridge and Southwestern Alberta [to improve access to funding for Indigenous community initiatives](#) through relationship building.

WORDS YOU SHOULD KNOW

Equity Audit

A racial equity audit can be a powerful leadership tool to uncover, recognize and change inequities that are internal to your institution. This in turn could heighten effectiveness in challenging racial inequities external to your institution on the road to challenging other discrimination-based inequities more broadly in your work.

— [NATIONAL COMMITTEE FOR RESPONSIVE PHILANTHROPY](#)

Common principles to get started

There are many ways that inequality is perpetuated in communities and many ways to address it. A good starting point is to begin by clarifying your understandings of inequality and looking at your organization's relationship to diversity, equity and inclusion. Beyond that it can be useful to apply a DEI lens to your work and based on your insights to start shifting your grantmaking processes and building relationships to promote greater equity in your work and equality in your community. Tackling persistent inequality, racism and the legacy of colonialism is not easy and will require strong leadership and a willingness to learn and collaborate.

01 Learn and understand

- Develop your knowledge of key concepts and how they relate to your work, such as diversity, equity and inclusion, anti-racism, reconciliation and decolonization. You can find many resources at the end of this document.
- Consider conducting an equity audit of your foundation to better understand how diversity, equity and inclusion play out in your decision-making, staffing and hiring processes. An easy first step is to complete this [DEI self-assessment](#), or you can take a deeper dive with this [free online equity audit](#).
- Revisit your history as a community and your links to Canada's legacy of colonialism and racism. An example is the [Brant Community Foundation's work to preserve the local history of residential schools](#) so that the community can learn and heal.
- Create spaces for conversations around anti-racism, DEI and reconciliation in your organization. The Calgary Foundation has [convened an internal racial equity working group as well as supporting a wider community of practice](#).
- Before becoming an advocate, ask questions of yourself and your relationship to inequality and equity in your community. See the box text on the following page, taken from the full list of questions in CFC's [Commitment to Anti-Racism](#).

Questions for allies, settlers, white folks and those who have not experienced systemic racism:

- Am I ready to do inner work to understand the ways I have benefited from Canada’s colonial history?
- Am I prepared to listen to Black, Indigenous and people of colour as leaders?
- In what ways have I not listened to, or spoken over the voices of, Black, Indigenous and people of colour in my organization and in my personal life?

— OUR COMMITMENT TO ANTI-RACISM

02 Apply an SDG 10 lens to your work

- Look at who you are funding and not funding through your grantmaking, including how diverse your grantees are, whose projects and priorities are included in your funding and what action could be taken to improve access to funding.
- Look at your staff and board membership, and try to increase diversity if necessary. CFC has created a fact sheet on board governance and institutional change that includes a strong focus on DEI, and the Oakville Community Foundation has shared [their story of encouraging diversity](#).
- Use Vital Signs and gather data that allows you to identify issues of inequality in your community and how different communities are being affected. The [Edmonton Community Foundation has included a focus on Indigenous data in its Vital Signs reporting](#) and [CFC has brought a focus on gender equality](#).
- Ensure that new and current projects support decolonization and reconciliation with Indigenous peoples through their alignment with the [Philanthropic Community’s Declaration of Action](#).
- Track who you are granting to and use DEI data to see how you are contributing to equity and inclusion. For example, the results of CFC’s [Investment Readiness Program](#) are tracked according to the populations who have participated.

WORDS YOU SHOULD KNOW**Racial Equity Grantmaking**

Racial equity-related grantmaking would address one or more of the following:

1. Reduce systemic disadvantages experienced by people of colour (such as political and housing disparities).
2. Reduce the vulnerability of people of colour to systemic “shocks” (such as COVID-19, natural disasters and economic downturns).
3. Ensure that people of colour have equal access to all publicly available resources.

— MOTT FOUNDATION

03 Strategic grantmaking

- Build relationships with communities that experience marginalization and/or are underfunded by your foundation. In Alberta, the [Community Foundation of Lethbridge and Southwestern Alberta participated in a sharing circle with Indigenous organizations](#) to build relationships and trust.
- Consider how to give to grassroots organizations, such as with initiatives like the Indigenous-led [Indigenous Peoples Resilience Fund \(IPRF\)](#). Toronto Foundation, Vancouver Foundation and the Edmonton Community Foundation all have supported the IPRF.
- Consider creating or partnering in funds dedicated to addressing inequality. The Foundation of Greater Montréal is developing a Collective Fund for Social Equity that will [prioritize projects that are led by Indigenous and racialized people, counter inequalities caused by racism and support reconciliation](#).
- Partner with, support and learn from organizations that are led by the people they represent. In their reconciliation work, the Community Foundation for Kingston & Area [worked with an Indigenous organization specializing in reconciliation to host a series of First Peoples Talking Circles](#), and the Oakville Community Foundation has [highlighted their long partnership with the Canadian Caribbean Association of Halton](#) in their equity journey.
- Put more trust in grantee organizations led by diverse community members working to end inequality. Encourage participation in funding decisions and incorporate the principles utilized in the [COVID-19 Emergency Community Support Fund](#).

04 Lead and collaborate

- Sign the [Philanthropic Community's Declaration of Action](#) and commit to addressing reconciliation and decolonization through your granting.
- Work with Indigenous leaders and organizations to host a reconciliation event in your community such as [these events hosted by other community foundations](#).
- Go beyond DEI to adopt an anti-racism focus. A starting point for community foundations to understand and practice anti-racism is provided in [Our Commitment to Anti-Racism](#).
- Make your commitments clear. Share your understanding of and commitments to ending inequality on your website and through your communications. Vancouver Foundation has outlined [five commitments to racial justice](#) (listed below) as well as the actions they will take to meet them.
- Encourage your municipality to join the [Canadian Coalition of Inclusive Communities](#) and to develop a [Plan of Action](#) for addressing inequality.

Vancouver Foundation Commitments to Racial Justice

- We commit to ongoing learning about systemic racism.
- We commit to investing in long-term systemic change through our discretionary grantmaking.
- We commit to investing in Black, Indigenous and racialized communities through programs and grantmaking.
- We commit to advocating for changes to Canada Revenue Agency policy that exclude many BIPOC organizations from receiving charitable dollars because they aren't qualified donees.
- We commit to ensuring our staff and board composition reflects the communities we serve.

Resource list

Our Commitment to Anti-Racism

- An invitation from CFC to begin exploring what a commitment to anti-racism means for community foundations across Canada.
- A wealth of resources for understanding and applying anti-racism principles, including a glossary of key terms.
- Pages 16–17 provide a list of sample questions for beginning to discuss anti-racism work in your foundation.

Governance and Grantmaking: Approaches to Achieve Greater Diversity, Equity and Inclusion

- A toolkit for Canadian grantmakers looking to incorporate a DEI focus.
- Pages 5–14 provide guidance on how to get started with DEI.

The Circle: How We Work

- The Circle’s website is focused on working with Canada’s philanthropic sector, and alongside Indigenous organizations, to support reconciliation.
- The website hosts the Philanthropic Community’s Declaration of Action, which foundations are welcome to sign. They may also participate in peer learning opportunities.

Toolkit: Canadian Coalition of Municipalities Against Racism and Discrimination

- Pages 31–46 provide guidance on how to work with a municipality to develop a Plan of Action for addressing discrimination and exclusion.
- Pages 73–94 provide examples of promising practices for diversity, equity and inclusion work at the community scale.

How the Sustainable Development Goals Can Help Community Foundations Respond to COVID-19 and Advance Racial Equity

- A 22-page report focused on US community foundations.
- Pages 10–13 look at the connection between the SDGs and equity, including a case study of community grantmaking that addresses both.

Racial Equity Tools: Philanthropy

- A website with a wide range of resources for philanthropic organizations looking to engage in racial equity work, including advocacy and accountability tools, case studies and grantmaking strategies and practices.

The D5 Coalition

- A website dedicated to advancing diversity, equity and inclusion in philanthropy.
- An online DEI resources database including tools for data collection, communication and an organizational DEI self-assessment.

Beloved Community: Equity Audit

- A free online equity audit exploring hundreds of indicators that assess the current state of an organization’s stakeholders, community partners, board members, employment, hiring practices and more.

Respect Ability: Inclusive Philanthropy Toolkit

- A US-focused website with a range of tools and resources to help grantmaking be more inclusive for people with disabilities.

The United Nations Sustainable Development Goals and Indigenous Peoples in Canada

- A report produced by the National Collaborating Centre for Aboriginal Health that explores how the SDGs relate to Indigenous peoples in Canada.
- Pages 14–34 look at how Indigenous people are experiencing progress toward the SDGs in Canada.