

Report to Strategic Priorities and Policy Committee

To: Chair and Members,
Strategic Priorities and Policy Committee

From: Cheryl Smith, Deputy City Manager, Neighbourhood and Community-Wide Services

Subject: City of London Community Grants Program Multi-Year Funding Allocations (2024-2027)

Date: March 26, 2024

Recommendation

That, on the recommendation of the Deputy City Manager, Neighbourhood and Community-Wide Services, the report dated March 26, 2024, titled “City of London Community Grants Program Multi-Year Funding Allocations (2024-2027)”, **BE RECEIVED** for information.

Executive Summary

This report presents the 2024-2027 Multi-Year funding allocations for the City of London Community Grants Program. It outlines program implementation including the application process, promotional and awareness efforts, recruitment of a new community review panel, and details of the applications supported by the community review panel for funding. This report also presents highlights from the 2020 – 2023 Multi-Year Grant Funding results.

Linkage to the Corporate Strategic Plan

The City of London Community Grants Program is aligned with the Strategic Area of Focus Wellbeing and Safety, as presented in the City of London Strategic Plan 2023-2027.

- Outcome: London is an affordable and supportive community for individuals and families.
- Expected Result: Londoners have access to quality, affordable, and timely services.
- Strategy: Support community-led initiatives and partnerships through grants, collaboration and community plans that promote the wellbeing of Londoners.

Analysis

1.0 Background Information

1.1 Previous Reports Related to this Matter

- [London Community Grants Program Policy Update](#) (July 19, 2023)
- [London Community Grants Program Innovation and Capital Funding Allocations \(2023\)](#) (June 20, 2023)
- [London Community Grants Program Innovation and Capital Funding Allocations \(2022\) - Update](#) (December 6, 2022)
- [London Community Grants Program Innovation and Capital Funding Allocations \(2022\)](#) (July 27, 2022)
- [Anonymized Application Review for the London Community Grants Program](#) (February 8, 2022)
- [London Community Grants Program Policy Update](#) (January 26, 2021)
- [London Community Grants Program Allocations](#) (November 25, 2019)

2.0 Discussion and Considerations

2.1 Background and Purpose

The City of London Community Grants Program provides funding for programs and initiatives that advance the Strategic Areas of Focus for the City of London’s Strategic Plan. The 2024-2027 Multi-Year Grant application period launched on September 6, 2023 and was open for eight weeks closing on November 1, 2023.

The purpose of this report is to:

1. provide an update on the implementation of the City of London Community Grants

Program;

2. provide details about the 2024-2027 Multi-Year funding allocations; and
3. provide highlights from the 2020–2023 Multi-Year funding results.

2024-2027 Multi-Year Grant Program Implementation

A detailed communications strategy was launched to inform the community about the Multi-Year Funding Program and support applicants through the process. This included promotion on the City's communication platforms, circulating information to community networks and past participants, and hosting information sessions. In addition, new supports and resources were offered to better assist organizations through the application process including:

- grant writing workshops (2);
- registered one-on-one consultation sessions (47); and,
- adding new resources to the City's website, including an information video.

A total of 107 applications were received, with requests totaling \$59.1M. This is a 51% increase in applications received from the previous 2020-2023 Multi-Year program. The community review panel evaluated applications and supported funding 42 organizations and 57 projects totaling \$2.3M annually and \$9.2M over four years. Of the 42 organizations funded, eight have not been previously funded through the City of London Community Grants Program.

Each applicant could submit up to three projects aligning with different Strategic Areas of Focus. The number of funded projects that align to each Strategic Area of Focus is as follows:

- Reconciliation, Equity, Accessibility, and Inclusion – 11 projects;
- Housing and Homelessness – 2 projects;
- Wellbeing and Safety – 30 projects;
- Safe London for Women, Girls, and Gender-Diverse and Trans People – 4 projects;
- Economic Growth, Culture, and Prosperity – 2 projects;
- Mobility and Transportation – 2 projects; and,
- Climate Action and Sustainable Growth – 6 projects.

According to the City of London Community Grants Policy, a total of 25% of funding will be allocated to applications whose proposals support anti-racism, anti-oppression, diversity, equity and inclusion (ARAO) initiatives. Proposals may be inclusive of all equity-denied groups including but not limited to: Black, Indigenous and Muslim communities. If no applications are received that would support these initiatives, the funding may be allocated to those applications that meet the City of London Community Grants Program Policy.

Of the 57 projects that will be funded, 26 scored highly on evaluation questions related to supporting anti-racism, anti-oppression, diversity, equity, and inclusion with focused efforts on equity-denied groups. The 26 projects total \$1,221,315 in annual funding or 53% of the total 2024-2027 Multi-Year funding. In addition, the community review panel scored 80% of the projects highly in evaluation questions that related to efforts being taken at both an organizational level and project level to further anti-racism and anti-oppression, diversity, equity, focusing on inclusion of all participants.

Please see [Appendix A](#) for allocation details.

Community Review Panel Recruitment

As per the City of London Community Grant Policy, a community review panel makes decisions regarding the allocation of City of London Community Grants. Community review panel members serve a four-year term aligning to the Multi-Year Grant Program.

A new community review panel was recruited in September of 2023. The new community review panel participated in an orientation process including an opportunity to participate in the City of London's Anti-Racism and Anti-Oppression Foundations training prior to starting in their role. The new community review panel will be in place for the duration of the 2024-2027 granting period and will remain anonymous until all funding decisions have been made for the City of London Community Grants Program from 2024-2027.

The composition of the community review panel aligns with the Government of Canada's 50/30 Challenge which aims for gender parity and significant representation of equity-deserving groups and consists of:

- Community members who are experts or knowledgeable in subject matter specific to priorities of the City of London Strategic Plan (6 - 7 members)

- Funder (1 member)
- Outcomes measurement expert (1 member)
- Financial expert (1 member)
- City of London staff (1 - 2 members)

City of London Community Grants 2020–2023 Results

The 2020-2023 Multi-Year Community Grant Program wrapped up at the end of 2023. In total, \$9.2M was allocated to 41 organizations with initiatives and projects that aligned to the City's Strategic Plan over four years.

Results reported by funded organizations have been compiled and included in this report for information. Outcomes for this time period are aligned with the 2020-2023 City of London Strategic Plan. On average, the City's funding supported 227,693 Londoners each year, including 113,500 children and youth, 42,346 families, 15,000 older adults, and 30,632 newcomers.

Please see [Appendix B](#) for the full report.

Next Steps

Civic Administration will work with all successful applicants to create and sign grant agreements for funding to be released as soon as agreements are signed by both parties. Through the formal grant agreement, financial and outcome reporting expectations are clearly defined.

The annual City of London Community Grants application will open in the spring of 2024 for a 12 month funding cycle. The annual grant opportunities include: Innovation, Capital and new this year, a Grassroots grant for unincorporated grassroots groups or newly incorporated not-for-profit organizations that require support for a new initiative. There is \$396,000 available through the Innovation and Capital category and \$100,000 available through the Grassroots category.

Financial Impact/Considerations

Annual funding to support the City of London Community Grants Program exists in the Neighbourhood and Community-Wide Services base budget. Through the 2024-2027 Multi-Year budget process, \$2.3M was allocated annually to the Multi-Year Stream.

Conclusion

The City of London Community Grants Program is an investment in community, providing not-for-profit organizations and groups with opportunities to strengthen neighbourhoods and build the health and well-being of local communities in alignment with the City of London's Strategic Plan.

Prepared by: Janice Walter, Senior Coordinator, Community Grants

Submitted by: Kristen Pawelec, Director, Community Development and Grants

Recommended by: Cheryl Smith, Deputy City Manager, Neighbourhood and Community-Wide Services

Appendix A: City of London Community Grants Program Multi-Year Funding Allocations (2024-2027)

Legend

Strategic Area of Focus	SAF
Projects that scored highly on evaluation questions related to supporting Anti-Racism, Anti-Oppression, Diversity, Equity, and Inclusion	ARAO
Reconciliation, Equity, Accessibility, and Inclusion	REAI
Housing and Homelessness	H&H
Wellbeing and Safety	W&S
Safe London for Women, Girls, and Gender-Diverse and Trans People	SL
Economic Growth, Culture, and Prosperity	EGCP
Mobility and Transportation	M&T
Climate Action and Sustainable Growth	CASG

Organization Funding Description	SAF	ARAO	Funding per year (4 years total)	Total Funding (over 4 years)
519Pursuit Umbrella Relief Programs Inc. <ul style="list-style-type: none"> Funding will support wages for the Community Outreach Project supporting individuals facing extreme poverty and homelessness to reintegrate vulnerable members back into the community using a friendship-based approach. 	H&H	✓	\$11,440	\$45,760
Anova <ul style="list-style-type: none"> Funding will support sexual assault programming which provides ongoing support and emergency intervention services to women, and non-binary individuals that have experienced sexual violence, as well as support for their families, and partners. 	SL	✓	\$47,000	\$188,000
Atlohsa Family Healing Services <ul style="list-style-type: none"> Funding will support education and training in London to enhance service agencies' capacity to provide more effective care for Indigenous individuals and communities, elevating the reconciliation process. Funding will also support access to basic needs for Indigenous Londoners. 	REAI	✓	\$140,000	\$560,000
Big Brothers Big Sisters of London and Area <ul style="list-style-type: none"> Funding will support the Newcomer 1:1 Mentoring Project which focuses on matching newcomer children, youth, and mothers with supportive mentoring relationships that meet their unique cultural needs. 	REAI	✓	\$40,000	\$160,000
Boys' & Girls' Club of London <ul style="list-style-type: none"> Funding will support seniors programming, children and youth recreation, social, and nutrition programs, education, and leadership initiatives. 	W&S	✓	\$300,000	\$1,200,000

Organization Funding Description	SAF	ARAO	Funding per year (4 years total)	Total Funding (over 4 years)
Changing Ways <ul style="list-style-type: none"> Funding will support intimate partner violence intervention services for gender diverse and trans individuals. Funding will also support increasing awareness and prevention related to sexual exploitation, and sexual harm towards gender diverse and trans people. 	SL	✓	\$50,000	\$200,000
Crouch Neighbourhood Resource Centre <ul style="list-style-type: none"> Funding will support programs for children, youth, families, and older adults in the Hamilton Road area through community development, neighbourhood events, after school programming, and basic needs programs and supports. 	W&S		\$80,000	\$320,000
Glen Cairn Community Resource Centre <ul style="list-style-type: none"> Funding will support programs for youth, families, and older adults in the Glen Cairn/Pond Mills area through basic needs programs and supports, youth programming and leadership, and community development with a focus on food security and food literacy. 	W&S		\$60,000	\$240,000
Growing Chefs! Ontario <ul style="list-style-type: none"> Funding will support the Growing Communities program which encourages community members to cultivate a connection with the local food system, participate in activities to increase food literacy, cooking skills, and promote long-lasting healthy food choices in partnership with schools, neighbourhood centres, and community program providers in locations across the city. 	W&S		\$45,000	\$180,000
L'Arche London <ul style="list-style-type: none"> Funding will support a Program Coordinator to continue to grow day programming services, provide client intake, assessment, and match needs for individuals with intellectual disabilities. 	W&S	✓	\$25,500	\$102,000
Learning Disabilities Association of London Region <ul style="list-style-type: none"> Funding will support programming, individual coaching, advocacy, and community resources for students aged 6-18 years with learning disorders, as well as support for their families. 	REAI	✓	\$15,000	\$60,000
LOLA (London Ontario Learning Apiary) Organization <ul style="list-style-type: none"> Funding will support programming for children, youth, and families to provide education on pollinator species to foster environmental stewardship and conservation. 	CASG		\$10,000	\$40,000
London & Middlesex Heritage Museum <ul style="list-style-type: none"> Funding will support enhancing Community History Programming - Sharing Many Voices with an inclusive community focus, highlighting Black and Indigenous Histories and continued engagement and strengthening of relationships with equity denied communities. 	REAI	✓	\$125,000	\$500,000
London Abused Women's Centre	SL	✓	\$41,200	\$164,800

Organization Funding Description	SAF	ARAO	Funding per year (4 years total)	Total Funding (over 4 years)
<ul style="list-style-type: none"> Funding will support the Urgent Support Program and Support Groups, which provide services to women and girls over the age of 12 who have been abused by an intimate partner, assaulted, sexually exploited, and/or trafficked. 				
London Children's Museum <ul style="list-style-type: none"> Funding will support children, families and caregivers with access to affordable hands-on learning experiences, cultural exhibits and programs in a distinctly child-centered environment. 	W&S		\$100,000	\$400,000
London Community Chaplaincy <ul style="list-style-type: none"> Funding will support after school programming for children and youth and access to basic needs for families living in two community housing complexes in the Southdale and Limberlost areas to foster a nurturing, accessible environment in their neighbourhoods. 	W&S H&H	✓	\$50,000	\$200,000
London Cycle Link Association <ul style="list-style-type: none"> Funding will support the Ride to Thrive Cycling Education program to children in grades 5 and 6 to promote safe cycling. In addition, funding will support increased community engagement and knowledge of cycling through promotion, workshops, and events. 	M&T CASG		\$30,000	\$120,000
London Environmental Network <ul style="list-style-type: none"> Funding will support Member Support Services which provides capacity building, outreach, and networking opportunities to the 46 environmental nonprofits with memberships and community groups in London. Funding will strengthen the operations and activities of organizations in the environmental sector and reduce barriers for environmental action. 	CASG		\$42,500	\$170,000
London Food Coalition <ul style="list-style-type: none"> Funding will support staffing to increase the growth and sustainability of the organization through capacity building activities to onboard more donors, expand membership, and implement fundraising strategies. 	W&S		\$25,000	\$100,000
Low Income Family Empowerment * Sole-support Parents Information Network <ul style="list-style-type: none"> Funding will support wrap around services to low-income Londoners, living with multiple and overlapping barriers to address their needs and increase self-advocacy. The program will also include the development of networks and information sharing through workshops, newsletters and other resources. 	W&S	✓	\$26,000	\$104,000
LUSO Community Services <ul style="list-style-type: none"> Funding will support programs for children, youth, families, and older adults in the Carling/Huron Heights/Argyle area including basic needs programs and supports, community development, children and youth leadership and education, while increasing social connectedness, neighbourhood participation, and volunteerism. 	W&S		\$80,000	\$320,000

Organization Funding Description	SAF	ARAO	Funding per year (4 years total)	Total Funding (over 4 years)
Meals on Wheels London <ul style="list-style-type: none"> Funding will support meal subsidies for low-income seniors and adults with disabilities . Funding will also support the Crisis & Compassionate Program, which provides no-cost services (meals and transportation) to individuals and families experiencing severe financial hardships or who are in a crisis. In addition, funding will support transportation programming to Londoners with mobility challenges. 	W&S M&T		\$20,000	\$80,000
Museum of Ontario Archaeology <ul style="list-style-type: none"> Funding will support the broadening access to London’s cultural and natural heritage through staff employment of two Indigenous women to develop cultural and educational experiences, as well as develop additional community partnerships with LOLA Bees and the Friends of Medway Creek/Upper Thames River Conservation Authority, to expand interpretive programming. 	EGCP	✓	\$50,000	\$200,000
Muslim Resource Centre for Social Support & Integration (MRCSSI) <ul style="list-style-type: none"> Funding will support the Strengthening Survivor Safety project which will enhance the safety of Muslim women and girls and gender diverse survivors of gender-based violence by implementing a survivor-centred culturally integrative system of response along the continuum of prevention and intervention. 	SL	✓	\$100,000	\$400,000
Nokee Kwe <ul style="list-style-type: none"> Funding will support the Positive Voice II program which provides programming, supports, and training for Indigenous women using art, culture, and creativity by fostering connections and resilience, challenging stereotypes, and promoting safety and support networks for Indigenous women. 	REAI	✓	\$42,500	\$170,000
Northwest London Resource Centre <ul style="list-style-type: none"> Funding will support programs for youth in the Northwest neighbourhood through youth leadership, volunteer, and life skills readiness programs. Funding will also support basic needs programs, community support and outreach. 	W&S		\$80,000	\$320,000
Now for Tomorrow: A South Sudanese Wellness Network <ul style="list-style-type: none"> Funding will support the Youth Bridge-Intergenerational Project providing intergenerational opportunities of learning, experience exchange and mentorship for youths and adults within the South Sudanese Community through basketball, cooking, and community gathering programs. 	W&S	✓	\$35,000	\$140,000
Progressive Animal Welfare Services (PAWS) <ul style="list-style-type: none"> Funding will support subsidies for veterinary care for low income and in-crisis families in the community to access care for their pets. 	W&S		\$15,000	\$60,000

Organization Funding Description	SAF	ARAO	Funding per year (4 years total)	Total Funding (over 4 years)
ReForest London <ul style="list-style-type: none"> Funding will support The Westminster Ponds Centre for Environment and Sustainability (WPC) at improving sustainability and advancing climate action across London through activities related to increasing native tree and seed supply, solar energy generation, and public programming for engagement. 	CASG		\$60,000	\$240,000
South London Neighbourhood Resource Centre <ul style="list-style-type: none"> Funding will support programs for youth in the White Oaks/Westminster/Southcrest area through youth leadership, volunteer, and life skills readiness programs. Funding will also support basic needs programming and supports, including community support and outreach. 	W&S		\$120,000	\$480,000
Southwest Aboriginal Health Access Centre <ul style="list-style-type: none"> Funding will support program staff to increase access to traditional healthy Indigenous foods and provide educational lifestyle programs such as, traditional cooking and canning classes, delivery of weekly food boxes inclusive of traditional meats and herbs, and traditional food growing, harvesting, and preparation. 	REAI	✓	\$89,175	\$356,700
St. John The Baptist Melkite Catholic Church <ul style="list-style-type: none"> Funding will support the Middle Eastern Community Integration Project which fosters the connection of Middle Eastern community with their culture and London through youth leadership programs, English conversations circles, and volunteering. 	REAI	✓	\$15,000	\$60,000
St. Mark's (The Incorporated Synod of the Diocese of Huron) <ul style="list-style-type: none"> Funding will support the food pantry program that provides food to Londoners experiencing low income. 	W&S		\$2,185	\$8,740
Thames Talbot Land Trust <ul style="list-style-type: none"> Funding will support Collaborative Programming for a Greener London related to biodiversity, nature conservation, climate action, climate change resiliency, and watershed health through activities such as community outreach, nature education for youth, and environmental skills development. 	CASG		\$30,000	\$120,000
The N'Amerind Friendship Centre <ul style="list-style-type: none"> Funding will support the Dorothy Day Resource Centre which offers a wide range of Indigenous teachings of cultural significance. Teachings include making cultural products, learning cultural dances, and sharing through Knowledge Keepers. These programs support increasing awareness, self-esteem, wellness, and a sense of belonging of urban Indigenous people. 	REAI	✓	\$60,000	\$240,000
The Reimagine Institute for Community Sustainability <ul style="list-style-type: none"> Funding will support program delivery of for waste reduction initiatives through the continuation and expansion of the London Thing Library, Repair Cafés, waste reduction workshops, and eco-markets. 	CASG		\$24,000	\$96,000
Type Diabeat It	W&S	✓	\$14,000	\$56,000

Organization Funding Description	SAF	ARAO	Funding per year (4 years total)	Total Funding (over 4 years)
<ul style="list-style-type: none"> Funding will support the BPOC (Black People and People of Colour) Food Literacy Program promoting food literacy through teaching the health benefits of cultural eating, maintaining cultural food practices while making healthier choices, with an emphasis on flavors from the African diaspora. 				
University Students' Council of the University of Western Ontario <ul style="list-style-type: none"> Funding will support the Early Outreach (REACH) program which provides educational programming, leadership activities, and social events at Western over three days for grade 7 and 8 students from low-income neighbourhoods to explore post-secondary options in a safe and inclusive environment. 	REAI	✓	\$9,500	\$38,000
Urban Roots London <ul style="list-style-type: none"> Funding will support food security in London with an increase in fresh produce and distribution across neighbourhoods through increasing local partnerships, providing produce to community pop-up markets for equity-denied groups, and other food support programming. 	ECGP		\$30,000	\$120,000
WeBridge Community Services <ul style="list-style-type: none"> Funding will support the Voices of Wisdom Day Program for Black seniors providing supports through an Afrocentric model where seniors can congregate around activities such as digital literacy, group conversations, self-care, exercising, storytelling, arts and crafts, health checks, food preparation, excursions, and social gathering. 	W&S	✓	\$30,000	\$120,000
WIL Counselling and Training for Employment (on behalf of Immploy) <ul style="list-style-type: none"> Funding will support the WIL Immploy Employer Roundtables project to facilitate connections between newcomer job seekers and employment opportunities by coordinating and delivering a series of employer roundtable events highlighting local companies. 	REAI	✓	\$50,000	\$200,000
Youth Opportunities Unlimited <ul style="list-style-type: none"> Funding will support the Project Proudful Community program to engage with local schools and community groups, to provide education, information and awareness-building regarding 2SLGBTQ+ challenges and available community services. 	W&S	✓	\$80,000	\$320,000

Appendix B: London Community Grants 2020 – 2023 Results



London
CANADA

London Community Grants:

2020 - 2023 Results

The purpose of this report is to provide a snapshot of the outcomes achieved through the 2020 - 2023 London Community Grants Program Multi-Year Funding. Results are based on information reported by funded organizations and highlight the impacts of City funding in the community. Outcomes for this time period are aligned with the 2020 - 2023 City of London Strategic Plan.

STRATEGIC AREAS OF FOCUS:

STRENGTHENING
our Community

73%
of grants awarded

BUILDING
a Sustainable City

10%
of grants awarded

GROWING
our Economy

7%
of grants awarded

CREATING
a Safe London for Women and Girls

10%
of grants awarded

 **\$9.2M**
allocated



41
organizations
funded

46%
of organizations
received City funding
for the first time

**Each year,
on average:**

227,693
Londoners were served

 **113,500**
children and youth
were served

 **42,346**
families were served

 **15,000**
older adults
were served

 **30,632**
newcomers
were served

STRENGTHENING our Community



Londoners have access to the supports they need to be successful.

- 50,567** residents were provided with access to basic needs
- 9,221** children and youth participated in literacy and numeracy skill development
- 7,628** youth developed positive social skills
- 5,148** youth received support to foster educational achievement
- 2,170** youth developed effective leadership skills



Londoners are engaged and have a strong sense of belonging in their neighbourhoods.

- 136,393** residents feel more connected to their neighbourhood
- 135,553** residents feel more welcomed in their neighbourhood
- 13,093** residents increased their social participation
- 9,243** youth feel more socially included
- 6,146** residents have an increased number of friendships
- 1,898** residents led neighbourhood activities and initiatives



Londoners have access to services and supports that promote well-being, health, and safety in their neighbourhoods and across the city.

- 107,289** residents accessed services and resources to meet their needs
- 106,546** meals were served to low-income residents
- 27,315** children, youth, and families increased their food literacy skills
- 16,322** residents participated in activities that promoted healthy living
- 12,173** residents have increased awareness of community services
- 6,686** kg of food was donated to community partner organizations
- 894** residents were able to access free or low-cost dental care services



London's neighbourhoods have a strong character and sense of place.

- 310,449** visits were made to museums and museum programming
- 153,593** times children accessed cultural resources through exhibits, programs, and collections
- 1,522** residents attended Indigenous gatherings
- 1,441** residents participated in urban farming
- 497** artists, artisans, and artist collectives have increased visibility
- 440** residents are more aware of local Indigenous culture and teachings

Impact Stories

- A resident who was struggling with accessing food and transportation shared that she is grateful to have a food pantry in her neighbourhood because without it, she would have to take two buses with her children to get to the main food bank. She explained that because of the support she receives, she can feed her children and get diapers for her baby.
- A multicultural older adult support group, initially planned for 15 participants, has 39 participants. Participants shared that they have made new friends, that they enjoy visiting and learning about each other's worlds, and that they don't want to miss a week attending the group.
- Participants attending an Indigenous-led program explained that they enjoyed not only learning to make baskets, but also reconnecting to their Indigenous identity. Learning this craft takes skill and patience and is a time of passing down Indigenous knowledge. There was such great interest for this program that a waiting list was created.

BUILDING a Sustainable City



London has a strong and healthy environment.

- 90,256** residents were made aware of environmental opportunities
- 16,703** residents participated in local environmental programs
- 10,957** residents were educated about environmental practices
- 709** residents took part in home energy assessments and energy reduction actions
- 626** residents grew climate-smart plants or adopted sustainable landscaping best practices
- 282** residents participated in activities to enhance waterways
- 244** residents engaged in waste diversion projects



Londoners can move around the city safely and easily in a manner that meets their needs.

- 1,417** residents repaired their bicycles
- 400** residents participated in Bike to Work month
- 236** residents engaged in cycling education and safety workshops
- 166** residents had access to bicycles at a reduced cost

Impact Stories

- After attending a bike co-op to learn how to assemble her bike, a resident shared that she was more confident in leading her child when riding together and that she is now able to navigate safely around the city on her bike. She explained that the unexpected confidence and sense of empowerment was a direct result of the support and education she received.
- Through an initiative to educate residents about climate-smart yards, one resident expressed that learning about native plants and flowers had been a wonderful experience and he and his family had started to add these types of plants to their garden to support London's climate adaptation and resilience.

GROWING our Economy



London will develop a top quality workforce.

- 6,739** individuals attended job fairs to find employment
- 1,137** employers accessed services to attract and retain immigrant talent
- 645** employers hired immigrants in commensurate employment
- 229** employers attended jobs fairs to find employees
- 211** youth attended job training
- 62** youth secured employment



London creates a supportive environment where entrepreneurs, businesses, and talent can thrive.

- 1,876** individuals have increased knowledge of strategic leadership
- 443** nonprofits, social enterprises, government, businesses, and academic institutions are more aware of diverse and inclusive best practices

Impact Stories

- A resident who was new to Canada had a goal of securing work in the supply chain field. Without any Canadian experience, lacking confidence, and unsuccessful in her own job application processes, she expected she would need to explore employment alternatives. Instead, she was connected to two employers, secured an interview, and received timely support to prepare, increasing her confidence. The employer offered her a commensurate-level role that had not yet been advertised and she is thrilled to have achieved her goal.
- A temporary resident who was accompanying his wife in Canada was experiencing multiple barriers in his job search including a lack of confidence with English communication, stress related to financial needs, and lack of understanding of the Canadian job market. He was encouraged to apply to commensurate job opportunities and was marketed to an employer, focusing on his previous experience. He secured the job and both he and the employer are thrilled with the match, noting opportunities for future growth within the company.

CREATING a Safe London for Women and Girls



Decrease male violence against women and girls who are subjected to abuse, assault, and non-state torture in their intimate relationships, sex trafficking, sexual assault, and workplace harassment.

- 2,529** women and girls reported an increased sense of safety, understanding of risks, and ability to safety plan
- 2,228** women and girls have an increased ability to cope
- 1,543** women and girls have increased feelings of well-being
- 699** women are aware of various services to get the support they need

420 social service and health care providers were educated on health and well-being best practices for supporting sex workers

160 women developed supportive relationships with other women in the community

Impact Stories

- Women who had experienced non-state torture shared that the program allowed them to put language to their experience, not just so they better understood it, but also so they could express their experiences and communicate their needs to service providers. Survivors described non-state torture as “unfathomable,” so having the words to be able to speak to their experience was “life changing” for them.
- After participating in a funded program, one woman explained that she had learned tools to help her stay present and focus on what’s really happening and not react to the fear of what might happen. She expressed gratitude because she was now able to walk to the parking garage in the evening with less anxiety and panic.

London Community Grants: 2020 - 2023 Results

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