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## **FOOD BANKS CANADA - EQUITY, DIVERSITY, AND INCLUSION GRANTING PRINCIPLES**

Food Banks Canada supports and promotes equity, diversity, and inclusion (EDI) at every level within the organization – including among our staff, affiliate food banks and provincial associations, volunteers, and within our grant management procedures. In keeping with the Canadian Human Rights Act, Food Banks Canada prohibits actions that discriminate on any of the following grounds: race, national or ethnic origin, color, religion, age, sex, sexual orientation, gender, identity or expression, marital status, family status, genetic characteristics, disability, and conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered. Food Banks Canada is committed to EDI and ensures an accessible and non-discriminatory process is undertaken during the different stages of the grant management process. Below are the actions conducted by Food Banks Canada to provide a fair and equitable application, selection, and review process that provides equal opportunity to all applicants to access and benefit from our programs.

- Promoting the integration of EDI-related matters in research design, collection, and analyses
- Supporting equitable and inclusive participation throughout the 3-stage review process
- Ensuring the grant application process is accessible to everyone, including those with disabilities or those with technology limitations.
- Ensuring a priority population target of 20% of grants is awarded to applicants led by and/or primarily serving Black, Indigenous, and Persons of Colour.

Food Banks Canada will not fund organizations that engage in discrimination against persons contrary to the Canadian Human Rights Act. All Recipients must agree to comply with the principles of Food Banks Canada's Ethical Foodbanking Code while delivering the Project.

