

SHAPING THE FUTURE

SPONSORSHIP PROGRAM
2022

ABEEL

ALLIANCE OF BLACK EMPLOYEE
EXPERIENCE & LEADERSHIP

**Are you ready
to play your part
in creating a more
inclusive Canada?**



Welcome to the **Shaping the Future Sponsorship Program!**

This is an annual program hosted by Alliance of Black Employee Experience and Leadership ("ABEEL") Foundation. The program aims to encourage youths across Canada to share their vision of a future without racism and bring to light all intersectional issues that stem from racism. Through this effort, we hope to engage students in meaningful dialogue about how they see racism manifest in their own lives, and what steps we can all take towards a less hateful - and more prosperous - future for all of us.

As part of this program, youths from Canadian high schools (or seeking equivalent educational certificates in Canada) will use a creative medium of their choosing to bring their ideas to life, including creative writing, non-fiction writing, photography, visual arts, music, or video.

Winning teams from each region will be provided with resources and rewards that will be distributed to their communities, to their schools, and to the students themselves.

This includes:

- providing publicly available scholarships, bursaries, and other forms of financial assistance to students (particularly Black students) in Canadian high schools (or seeking equivalent educational certificates in Canada) to be used for post-secondary education.
- providing mentorship, training programs and access to networking and leadership events by industry partners to students (particularly Black students) in Canadian high schools (or seeking equivalent educational certificates in Canada), particularly Black students.
- providing a series of workshops on mental health and counselling services to students in Canadian high schools (or seeking equivalent educational certificates in Canada), particularly Black students.

Through this structure, participation in this program will not only impact the lives of the students involved but will also empower the larger communities in which they live and study.

We want to inspire the next generation of leaders. We want the participating students to fully realize that they have the power to build better communities, from the social standards governing the actions of people, to the physical infrastructure in which we study, work and live.

Together, we can create a new standard for how our fellow Canadians are treated - regardless of how they identify. The diversity of our citizens to show that our differences can unite and strengthen us, rather than divide and weaken us. Together, we can create a better world for us all.

Please take the time to read the following pages, which outline the program rules, deadlines, and response requirements in more detail. The final deadline for these submissions is January 14, 2022.

Winners will be announced during the recipient ceremony at the end of February 2022.

Best of luck to all of you. We look forward to seeing what kind of world you want to create and how you're going to get there.

Yours truly,

A handwritten signature in black ink, appearing to read 'Samuel O. Ajobo', with a stylized flourish extending from the end.

Samuel O. Ajobo, P.Eng.

CEO and Founding Member, ABEEL Foundation

ABOUT ABEEL FOUNDATION

The ABEEL Foundation (a non-profit organization) stemmed from an employee-led group within the EllisDon Corporation. We help to raise awareness and promote education on how we can stop racism within our organizations and the communities in which these organizations serve.

At ABEEL we strongly believe that simultaneously empowering and educating present and future generations is instrumental in creating a society that is more diversified, equitable and inclusive. We aim to open doors and provide connections to opportunities for youth in underserved and underrepresented BIPOC communities (with a particular focus on Black youth).

By strategically partnering with youth from our selected communities, ABEEL seeks to reshape the present and forge a new future; one with a sense of belonging and status shared equally among all groups. Our programs systematically foster strong allyship against anti-Black racism issues prevalent in today's society.

A Big Thank You to our 2021/2022 Main Program Supporter, EllisDon!

ABOUT ELLISDON

EllisDon is a world-class, employee-owned construction services and technology company that completes more than \$5 billion in revenues annually, in every market sector and across the globe. Over the last 70 years, EllisDon has grown from being a general contractor to a multi-faceted company that can deliver any aspect of a project.

EllisDon's corporate culture and approach to business reflects its core values and principles: freedom, trust, complete openness, mutual accountability, entrepreneurial enthusiasm, integrity, and mutual respect. EllisDon believes that Inclusive Diversity will enrich our environment, change our industry for the better, and ultimately help improve results. It is committed to creating an inclusive environment where all their employees can reach their full potential and individual differences are valued and respected.

SUBMISSION GUIDELINES



INSTRUCTIONS

Registration

Applicant groups must register by Thursday, December 16, 2021 by submitting Registration Requirements (Page 11-12) via email to sfspregistration@abeelfoundation.ca or by completing your registration via this [link](#).

Submission

1. Applicant groups can include up to a maximum of 5 students. Group Work is encouraged.
2. Applicants should ensure their group is diverse. We strongly encourage the inclusion of 1 or more Black students.
3. All response requirements must be completed and submitted in the format requested.
4. Applicants must submit their submission responses by Friday, January 14, 2022 @ 11:59 pm. Late submissions will not be accepted.
5. All completed submissions must be submitted to our evaluation team at via email to sfspregistration@abeelfoundation.ca with a subject line as follows: *[City] - [School Name]*

PROGRAM SCHEDULE

Criteria	Date
Registration Deadline	Opens: Monday, November 08, 2021 @ 11:59 pm Closes: Thursday, December 16, 2021 @ 11:59 pm
Final Submission Deadline	Friday, January 14, 2022 @ 11:59 pm
Shaping the Future Award Event	Thursday, February 24, 2022 (Tentative)

PROGRAM CONTACTS

Please direct all questions regarding this package to ask@abeelfoundation.ca.

PROGRAM AWARD

(Minimum of \$16,000 per region)

A panel will pick a winner per school and a winner per region!

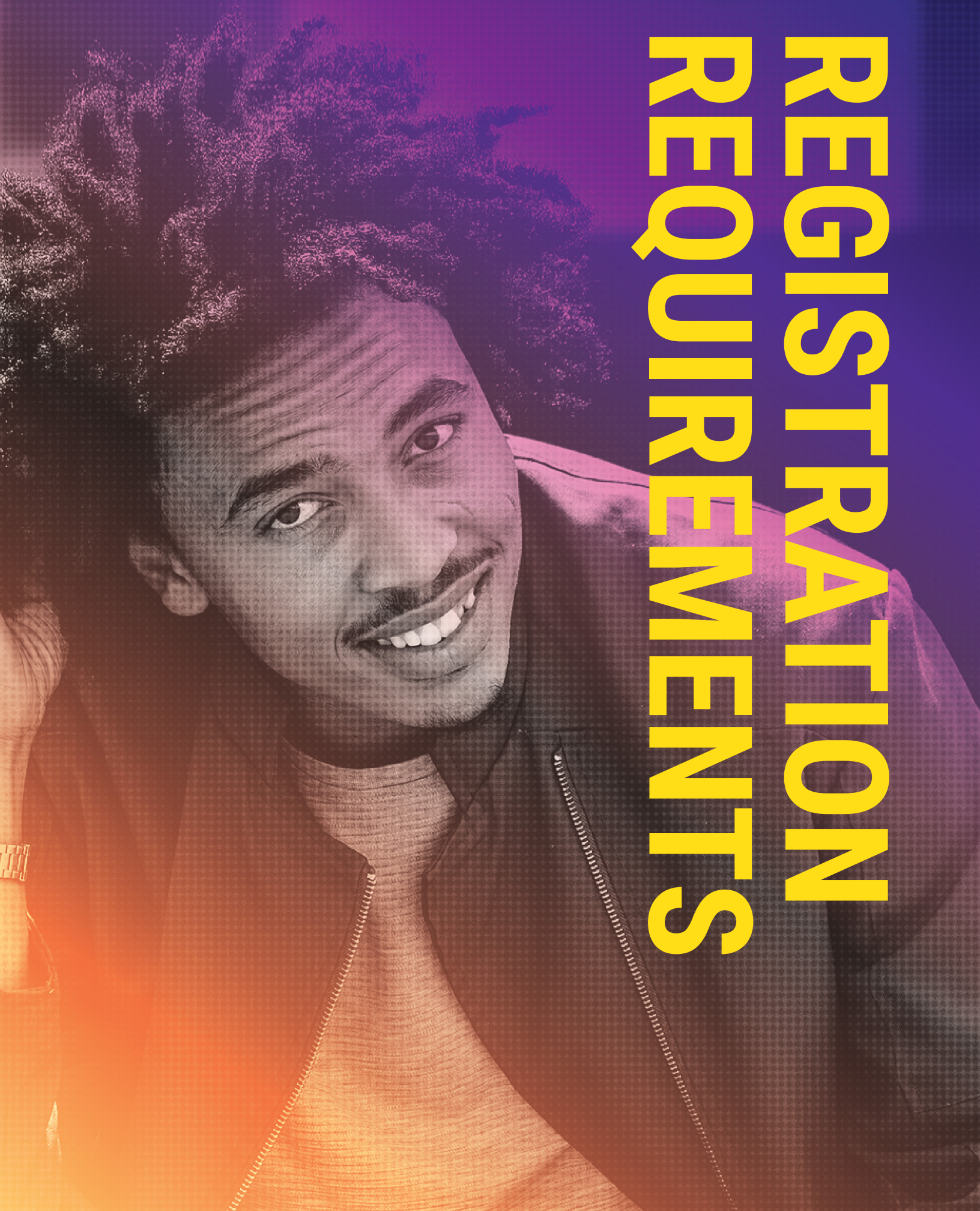
The program award will be distributed as follows:

- **There will be 1 winning team per school:** The selected winners will receive community funding and individual rewards to the submitting team members.
- **There will be 1 winning team per region:** The selected winners will receive additional funding and access to mentorship programs for themselves and mental health access for their communities.
- **There will be additional winners selected via lottery:** Via lottery, additional students from the winning school will be provided access to a mentorship program. Please note that mentorship will commence once the application for partnership with the applicable school board is approved.
- **There will be 1 winning team country-wide for outstanding submission in each media category:** This award aims to showcase an outstanding submission country-wide in a given media type (i.e. visual art, video, creative writing, poem or song, essay).
- **Accommodations for students with financial needs:** There will be provisions to aid the participation of kids in extreme financial situations. Provisions can be requested through ask@abeelfoundation.ca.

The breakdown of the reward is as follows:

REWARD	RECIPIENT	TOTAL REWARD VALUE
Bursary	Regional winning team	min. \$3500/winning team <i>(winning students to participate in maximum 1 hour interactive activity on financial literacy)</i>
Bursary	Participating students from the school of the regional winning team	min. \$1000 per region (even split)
Bursary	1 winning team from each of the other participating schools	min. \$1500 per region (even split)
Bursary	1 national winning team in each media category (4 Categories)	min. \$5000/category <i>(winning students to participate in maximum 1 hour interactive activity on financial literacy)</i>
Mental Health Program Accessibility	The community of the school of the regional winning team	min. \$5000 per region
Staff Champion	Awarded to a charity of choice of an exemplary Staff Champion's Charity of Choice	min. \$500 per region
Community Service Award	Awarded to charity of choice of a student (student team) who demonstrates exemplary community service	min. \$500 per region
Mentorship (c/w coop-internship) Access	<ul style="list-style-type: none"> Regional winning team National winning team min 1. additional student from each participating school (chosen by lottery upon receipt of name from teacher. Preference to students who participated in the program) 	

REGISTRATION REQUIREMENTS



REGISTRATION REQUIREMENT PART 1

REGISTRATION CONTACTS

Names of the students in the group	1.
	2.
	3.
	4.
	5.
Name of the school the students attend	
Name of the region of the school	

REGISTRATION REQUIREMENT PART 2

SUBMISSION CONSENT FORM

The Shaping the Future Sponsorship Program will ask students to produce original work that highlights their vision for a future without hate and without racism. We intend to then circulate those works across the country to engage Canadians in a productive dialogue about the future and our role within it.

As the parent or guardian of a student on the submitting team, please review the following and sign at the bottom of this page if you consent to provide the information requested in this submission.

By signing this form:

- You agree to the student’s participation in the Shaping the Future Sponsorship Program, and that you have read the program materials distributed by ABEEL and agree to their terms.
- You agree that ABEEL may use the student’s works or submissions in any publication respecting the Shaping the Future Sponsorship Program (including through digital means, social media or print publication), and consent to such use.
- You agree that the student’s likeness may appear in any publication respecting the Shaping the Future Sponsorship Program (including through digital means, social media or print publication), and consent to such use.

Note: Students’ intellectual property will be retained by the students.

If you have reviewed the conditions above and agree with the terms, please sign below.

Name of Student:	
Signature of Student:	
Name of Parent/Guardian:	
Signature of Parent/Guardian:	
Date:	

RESPONSE REQUIREMENTS



RESPONSE REQUIREMENT PART 1

TEAM INFORMATION FORM:

TEAM INFORMATION:

Student #1:

<hr/>	<hr/>
(Name)	(Grade)
<hr/>	
(Email)	

Student #2:

<hr/>	<hr/>
(Name)	(Grade)
<hr/>	
(Email)	

Student #3:

<hr/>	<hr/>
(Name)	(Grade)
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(Email)	

Student #4:

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(Name)	(Grade)
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(Email)	

Student #5:

<hr/>	<hr/>
(Name)	(Grade)
<hr/>	
(Email)	

Note:

- Applicant groups can include up to a maximum of 5 students.
- Applicant groups are strongly encouraged to include 1 or more Black students

SCHOOL INFORMATION

School Name:	
School Board:	
City:	

SCHOOL CONTACT INFORMATION

If you have had school staff support you with this initiative, we encourage you to recognize their efforts. Please include their details below.

Name of Staff Champion:	
Email Address:	
Phone Number:	
Summary of Staff Support Add a brief sentence explaining how the teacher or staff member helped you with this initiative	

RESPONSE REQUIREMENT PART 2**PRIMARY SUBMISSION (FOR STUDENTS)**

2.1. Choose the format for the question below:

- ☐ Non-Fiction Writing (essay, proposal, article, research report, etc.)
- ☐ Creative Writing (poetry, lyrics, short story, etc.)
- ☐ Video/Audio (speech, song, reciting a poem, playing an instrument, etc.)
- ☐ Visual Art (graphic design, poster design, manga/comic strips, photography, drawing, and painting).

Note:

- Audio/Video responses must be attached as MP3/MP4 files. The response should be no longer than 5 minutes.
- Creative Writing, Non-Fiction Writing, and Visual Art responses must be attached as PDF files. The response should be no longer than 5 pages.
- Photography responses must be attached as high-quality JPEG files. The response should be limited to 5 image files.

2.2. Using your selected format, please respond to the question below:

- How can we eliminate Anti-Black racism in your community?

Note:

- You are free to use your discretion and imagination on how you want to interpret and respond to this question.
- For additional context, we have provided some possible examples you can choose to interpret the question:
 - How can the school system be more inclusive of Black experiences?
 - How can projects and/or businesses in your community benefit the Black community?
 - How can we be better allies to Black and other equity-seeking communities?
 - How can we better understand intersectional experiences (across factors such as race, gender, class, sexual orientation, nationality, ethnicity, mental or physical status among others) as it relates to tackling anti-black racism?
 - How do we address the impact of racism on mental health in your community?

2.3. Optional feedback questions to be answered in written format (250 words max):

- a. Please explain why you decided to pursue this program.

- b. Please provide feedback about this year's Shaping The Future Sponsorship Program. What worked well, and what could we improve for future events and programs?

RESPONSE REQUIREMENT PART 3

PRIMARY SUBMISSION (FOR STUDENT COMMUNITY SERVICE)

Community Organization Served:

Details of Role:

Number of Hours Served:

People Leader Reference:

RESPONSE REQUIREMENT PART 4

PRIMARY SUBMISSION (FOR TEACHER CHAMPION)

Name of Staff Champion:

Email Address:**Phone Number:**

Summary of Support

Add a brief sentence explaining how the teacher or staff member helped with this initiative

Names of Students Supported



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