



Application for September 2025 Full Program

Step Two: Second participant's reflections

Application Closing Date: July 15, 2025

This form is to be completed within three days of submitting the initial application.

All questions with an asterisk require a response.*

Applicant Details

Q1 Legal Name of your Organization or Collective*

Q2 "Doing Business As" Name of your Organization or Collective*

Q3 Your Name*

Q4 Your Pronouns

Q5 Your role, title, or relationship with the organization*

Q6 Your email*

Q7 Your phone

Individual Reflections: Getting to Know You

Q8 What brings you to Pathways? What are you and your organization hoping to achieve through a program like this?*

We have found that identifying and understanding the “why” contributes to a successful Pathways experience. For some this may be external factors such as feeling pressure from funders or the community, for others it may be more personal or internal to the organization such as new leadership or strategic focus. (Maximum of 150 words, no minimum)

Q9 What are you building from? What are the strengths, resources, and/or groundwork that will contribute to your organization's ability to integrate what you learn through Pathways?*

We recognize that every participant is at a different place in their equity and access work. Pathways seeks to meet each participant where they are. The goal of this question is to gain an understanding of the resources you have available to dedicate to this work, not to assess your progress. (Maximum of 150 words, no minimum)

Q10 What tensions exist, if any, within your organization or community around equity and access (or otherwise) that could impede the implementation of change? Knowing this information will help us know how and if the Pathways program might be able to offer support.*

Please note: Pathways would not be the right fit for organizations that are currently working through human resource-related conflicts that would impede the ability for the two participants to work together, or for the participants to be supported to share their learnings and embed practices within the organization. (Maximum of 150 words, no minimum)

Any information shared with Pathways is kept in confidence.

Q11 In your own words, describe the communities your organization serves. Are there communities that you wish to serve better? (Maximum of 150 words, no minimum)

Q12 (Optional) What lived experiences do you have that inform your interests, commitment, and practices related to equity and access?

Share as little or as much as you feel comfortable. Lived experiences may include but not limited to identifying as Indigenous, Black, racialized, Deaf, blind or low vision, living with a disability, using an assistive device, 2SLGBTQAI+, part of a historically marginalized or under-represented community within the Canadian context. (Maximum of 100 words, no minimum)

Q13 (Optional) Please share any access needs you have that would better support your full participation in the program (eg. ASL interpretation, captions for online meetings, time of day when meetings take place) (Maximum of 100 words, no minimum)

Logistical Considerations

Q14 What times generally work well for you and your learning partner to participate together in meetings? (select all that apply) *

- ☐ Morning: Before 9:00 am
- ☐ Morning: 9:00 am-12:00 pm
- ☐ Lunch Time: 11:00 am-1:00 pm
- ☐ Afternoon: 1:00 pm-5:00 pm
- ☐ Evening: After 5:00 pm

Q15 What days of the week generally work well for you and your learning partner to participate together in meetings? (select all that apply) *

- ☐ Mondays
- ☐ Tuesdays
- ☐ Wednesdays
- ☐ Thursdays
- ☐ Fridays
- ☐ Weekends

Q16 (Optional) Please offer any additional context or details about your availability (eg. “I pick up kids at 3:00 pm Mon-Wed”) that would help us with our Guide-matching process. (Maximum of 100 words, no minimum)

Confirm the following statement

Q17 I confirm that the information included on this form is true and complete and that I consent to being added to the Pathways mailing list in order to be notified of Pathways programming and activities

☐ Yes

☐ No

Submit your Application

Please submit your completed application to info@manypathways.ca

Please ensure that the second participant completes Step Two within three business days.

Shortlisted organizations will be invited to schedule a 30-minute discovery meeting which will include both of your organization's participants and a member of the Pathways management team in June or July.

If you have any questions, please contact the Pathways program at info@manypathways.ca