Pathways

Learn | Reflect | Integrate

Reset

Application for September 2026 Full Program

STEP ONE: ORGANIZATION DETAILS AND FIRST PARTICIPANT'S REFLECTIONS

Application Closing Date: July 15, 2026

Pathways was developed by a collaborative community of organizations and our networks that include Arts BC, Greater Vancouver Professional Theatre Alliance, and the Rural Arts Inclusion Lab. The Pathways project is a partnership between this community and the BC Arts Council, and is funded by the Vancouver Foundation.

To learn more about the program, its values, and process, visit https://manypathways.ca/overview

Questions about the program can be directed to info@manypathways.ca.

What to expect with the application process

STEP ONE: This form has 28 questions and will take 20-45 minutes to complete. The first person from your organization who intends to participate will complete this form, which asks basic information about your organization, along with the name, position, and email for both individuals. They will also be asked to respond to questions about their own understanding and contexts related to equity and access work, and to share their goals for participating in the program.

- *Note: The first step must be completed by one of the two proposed individuals from the organization.*

STEP TWO: This form has 18 questions and will take 10-20 minutes to complete. The second person will be asked to fill out a separate form to share their understanding and contexts related to equity and access work, along with their goals for participating in the program.

Note: Save as you go. Edit in pdf application only, not in a web browser. If you edit in a web browser and click a link, you may lose your work. If you need to reset, use the button up top by the Pathways logo.

Shortlisted organizations will be invited to schedule a 30-minute confidential discovery meeting which will include both participants and a member of the Pathways leadership in June or July.

Please note:

- This application is only for organizations interested in starting the program in September 2026.
- ***Confidentiality*** - Your responses within the application are for the Pathways leadership and program guides to better understand how we can support your individual needs, if invited into the program.
- ***"Participant"*** - We use the term "participant" broadly to refer both to the participating organization and participating individuals, with the understanding that they may overlap or diverge at different times.
- ***A program to support, not assess*** - For clarity, the Pathways program is intended to support participants on their learning journey; not to assess or judge participants regardless of where they are at on their learning journey.

All questions with a red 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

ABOUT YOUR ORGANIZATION

Q8 Your Organization's Website URL

Q9 Your Organization's Mailing Address*

Street Address:

City:

Province:

Postal Code:

Q10 Which discipline(s) does your organization primarily (more than 50% of the time) work in, work with, or represent?

(select all that apply)*

- Circus Arts
- Community Arts
- Craft Arts
- Cultural Centre
- Dance
- Gallery
- Festival
- Indigenous Arts
- Interdisciplinary

- [ ] Literary
- [ ] Media Arts/Film
- [ ] Multidisciplinary
- [ ] Museums & Heritage
- [ ] Music
- [ ] Theatre
- [ ] Visual Arts
- [ ] Other

Q11 What is your anticipated average annual budget for the next few years?*

- [ ] Under $10k
- [ ] $10k - $25k
- [ ] $25k - $50k
- [ ] $50k - $100k
- [ ] $100k - $200k
- [ ] $200k - $500k
- [ ] $500k - $750k
- [ ] $750k - $1M
- [ ] $1M - $2.5M
- [ ] $2.5M - $5M
- [ ] Over $5M

Q12 Approximately how many people will work with your organization over the next 12 months? (Write zero if none.)*

Full-time staff (paid):
Part-time staff (paid):
Casual staff (paid):
Seasonal staff (paid):
Contractors (paid):
Volunteers who fill staff positions (not general event support, eg. ticket taker):
Board members:

Q13 Sometimes it is difficult to capture the nuances of what is happening with staffing in numbers alone. If there is anything about your organization's staff capacity or structure that might impact your participation in the program, please share. (optional)

PROGRAM PARTICIPANTS

Q14 Has your organization participated in the Pathways program in the past?* (Choose one)

- ☐ Yes
- ☐ No
- ☐ Unsure

If you select "Yes", go to Q14A.
If you select "No" or "Unsure", go to Q15.

Q14A Why is your organization interested in participating in the Full program again? What are you hoping to gain from another year of participation?*

Q15 What level of support do you have from the organization to participate in the program?*

With the support of the organization as a whole, we have learned that participants are better positioned to undertake this work and successfully integrate what is learned through Pathways into the organization. (Choose One)

- ☐ Strong support
- ☐ Mostly supportive
- ☐ Somewhat supportive
- ☐ A little support
- ☐ No support

If you responded “Strong support”, “Mostly supportive”, go to Q16
If you responded “Somewhat supportive”, “A little support”, or “No support”, go to Q15A

Q15A Briefly share why you responded with the selected indicator in the previous question*

PROPOSED PARTICIPANTS*

**It is important that there are <u>two people</u> in your organization who are committed to doing this work together over the course of the year. We understand that there are many organizational structures - for some organizations, it will make the most sense to have a staff and board member, for others, it may be a contractor and staff member.*

Change can come from a lot of different places - consider who can best influence the desired change in your organization.

Q16 Do you have the two individuals confirmed to participate on behalf of your organization?* (Choose One)

- ☐ Yes! Both are confirmed
- ☐ No. We only have ONE confirmed

If you responded “Yes”, go to Q16A.
If you responded “No”, go to Q16B.

Q16A If “Yes! Both are confirmed” is selected

Participant Two:

First Name*

Last Name*

Role or Title in your organization*

Email*

Briefly describe why the participants listed were selected by your organization.*

Q16B - If “No. We only have ONE confirmed” is selected

Briefly describe why you are unable to confirm two participants from your organization at this time.*

Briefly describe why the participant listed was selected by your organization.*

Community Care Program

There is historic inequity in our sector. We recognize there is a sector-wide need for operational funding, and only a small number of organizations consistently receive it. Many organizations are volunteer-run or rely on precariously paid staff and unpaid labour, making participation in professional development and equity work difficult or out of reach.

One way to move learning into action is to reflect on your organization's position within these systems, and to consider both capacity and need. Community Care is grounded in the understanding that equitable participation requires different forms of support for different organizations.

The Community Care program is supported through a combination of participant contributions and the Pathways program budget. Rather than using equal approaches that can unintentionally reinforce inequity, this model is intended to support more meaningful and equitable participation across the sector.

To learn more about Pathways Community Care, click here

We invite your organization to reflect on the following:

- Does your organization receive ongoing operational funding?
    - If yes, is that funding greater than $10,000 annually?
- Are staff compensated at a living wage?
- Does your organization rely heavily on unpaid labour or volunteer capacity?
- If volunteer-run, are volunteers generally in stable living and employment situations?
- Do the majority of staff have access to health benefits?
- Do the majority of staff or board members have housing security?
- Could your organization spend $1,200 without a significant financial impact?

Please note:

- Community Care funds are limited, and support cannot be guaranteed
- Community Care is intended to help reduce barriers to participation and unpaid labour connected to equity work
- Choosing to contribute or request support will not affect your application outcome

After reflection, please select the option that best reflects your organization's current reality.

Q17 If selected to participate…* (Choose One)

- ☐ We could contribute funds to support the participation of others who face barriers to participating due to inequity in the sector. ($100 - $2,500).
- ☐ We request community care funds to support our organization's capacity to engage in equity work while in the program.
- ☐ We don't need funds to participate and cannot contribute to the community care model.

If you select "contribute", go to Q17A.
If you select "request", go to Q17B.
If you select "don't need", go to Q18

Q17A If "We could contribute" is selected

How much will you contribute to support other organizations' participation in Pathways?*
Please Note: If accepted into Pathways, organizations will receive an invoice for their contribution when the program starts in September.
(Choose One)

- ☐ Unsure at this point
- ☐ $100
- ☐ $250
- ☐ $500
- ☐ $750
- ☐ $1,000
- ☐ $1,250
- ☐ $1,500
- ☐ $1,750
- ☐ $2,000
- ☐ $2,500

Q17B If “We request community care funds” is selected

If available, we would like to request funding to support our capacity to engage with equity work while in the program. (As funds are limited, we ask that requests reflect what you would actually need to participate.)

Please note: If your organization’s request for community care funds is approved, a confirmation email will be sent in the third month of the program (November), after participants have engaged with their Guide.

(Choose One)

- ☐ $250
- ☐ $500
- ☐ $750
- ☐ $1,000
- ☐ $1,250
- ☐ $1,500
- ☐ $1,750
- ☐ $2,000
- ☐ $2,250
- ☐ $2,500

INDIVIDUAL REFLECTIONS: GETTING TO KNOW YOU

Q18 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)

Q19 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)

Q20 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 of the two participants to work together, 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.

Q21 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)*

Q22 (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. This question is intended to support us as we consider matching a Guide with each organization. Understanding a little bit more about individual experiences and contexts can help us to best support you and your organization in the program. Lived experiences may include, but are not limited to, identifying as Indigenous, Black, racialized, Deaf, blind or low vision, living with a disability, using an assistive device, 2SLGBTQAI+, or part of a historically marginalized or under-represented community within the Canadian context. (Maximum of 100 words, no minimum)

Q23 (Optional) If comfortable, 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

Q24 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

Q25 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
- [ ] Saturdays
- [ ] Sundays

Q26 (Optional) Please offer any additional context or details about your availability that would help us with our Guide-matching process. (eg. I pick up kids at 3:00 pm Mon-Wed.) (Maximum of 100 words, no minimum)

Q27 Would you be interested in participating in one of the Pathways monthly cohorts (nine meetings from November to August)?*

This is for planning purposes only. Participants will be offered the opportunity to register for a cohort once the program has started. (Choose One)

- ☐ Yes
- ☐ No
- ☐ Unsure

CONFIRM THE FOLLOWING STATEMENT

Q28 I confirm…*

- ☐ The information included on this form is true and complete.
- ☐ I will commit to a minimum of 5 hours per month for equity work in this program.
- ☐ That I will be added to the Pathways mailing list in order to be notified of Pathways activities.

SUBMIT YOUR APPLICATION

Please email your completed application to info@manypathways.ca**.** You will receive an email confirming receipt of your application.

Please ensure that the second participant completes Step Two, also available at https://manypathways.ca/apply/ as an online form, PDF, or Word document, *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