



## Application for September 2026 Full Program

### **STEP TWO: SECOND PARTICIPANT'S REFLECTIONS**

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

***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](mailto:info@manypathways.ca).

### **What to expect with the application process**

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

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.

**Save as you go. Edit in a 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.**

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**

## **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 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.*

**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. 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)*

**Q13 (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

**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
- Saturdays
- Sundays

**Q16 (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)**

**Q17 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.*

- Yes
- No
- Unsure

**CONFIRM THE FOLLOWING STATEMENT**

**Q18 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](mailto:info@manypathways.ca). You will receive an email confirming receipt of your application.

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](mailto:info@manypathways.ca)