Key Terms
SHIFT funding and support programs

SHIFT's funding and support programs are designed to support socially transformative projects at various stages of development. In order to better explain what we're looking for, we've compiled a list of our key terms along with how we define them at SHIFT:

- **Social transformation** is an intentional process of systemic change to address not only the symptoms but the root causes of inequity, injustice and unsustainability. A project that has a transformative social impact is one that brings about change at the level of a whole system - impacting social norms and beliefs, resource consumption patterns, rules and practices, technologies and infrastructures, and/or the distribution of power.
    - **Equity:** ensuring fair and just access to opportunities, networks, spaces, resources, etc.
    - **Justice:** countering discrimination and other harmful treatments of specific communities
    - **Sustainability:** prioritizing the flourishing of people and planet

- A **project** is a specific undertaking that has a beginning, a middle and an end. It has a defined scope and a clear goal. Projects may be repeated, but they are different from the routine day-to-day operations of an organization.

- A **team member** is a person who is actively involved in the design and/or execution of a project. They have a defined role and are committed to helping to realize the project's deliverables.
    - **Core team members**: take full responsibility for the successful execution of the project as a whole
    - **Supporting team members**: take full responsibility for a specific portion of the project
    - **Advisors:** provide advice and expertise and can be called on to support the execution of the project when needed

- A **stakeholder** is an individual, group, community or organization that is impacted by the delivery and/or the outcome of a project. In other words, they have a "stake" in how the project unfolds and an interest in the project's success.
    - A **multi-stakeholder team** is made up of individuals representing multiple groups, communities or organizations, who each bring a different point-of-view and expertise to their role in realizing the project's deliverables and outcomes.

- A current active member of the **Concordia community** is someone who falls into one or more of the following groups:
    - **Students**: includes those who are pursuing full-time, part-time, undergraduate, graduate, and non-degree studies

- **Faculty**: includes those who are full-time, part-time, tenured, non-tenured and limited term appointments
- **Staff**: includes those who are full-time, part-time, working in all departments, faculties, units and student-funded groups

* For the purposes of SHIFT funding programs, Concordia alumni do not count as "current active members" of the Concordia community.