Black Opportunity Fund

We Back Black.

Call for Adjudicators — BD3 Capacity Building Program

The Black Opportunity Fund (BOF) is inviting volunteer adjudicators to review applications for the BD3 Capacity Building Program. BD3 refers to Black Disability-led, Black Disability-serving, and Black Disability-focused organizations advancing the well-being, inclusion, leadership, and rights of Black people with disabilities.

About the BD3 Program

Delivered by BOF, with guidance from Black disabled leaders and advocates across Canada, the program strengthens organizational development, leadership, sustainability, and long-term impact among BD3 organizations.

Five BD3 organizations will participate in a national cohort-based program from January to July 2027 and receive grant funding distributed at key project milestones. The program includes individualized learning, leadership development, coaching and mentorship, peer-learning circles, governance and strategic planning support, practical tools and resources, accessible learning opportunities, and flexible grant funding.

The Role of an Adjudicator

Adjudicators will help ensure the selection process is fair, transparent, equitable, and grounded in the program's objectives and selection criteria. They will review eligible applications, consider each organization's context, strengths, needs, readiness, and potential benefit, and recommend applicants for selection.

Adjudicators will be expected to:

1. Review and assess applications using the established BD3 selection criteria and tools.
2. Apply criteria consistently and participate in facilitated adjudication discussions.
3. Recommend applicants based on program objectives, organizational context, and potential benefit.
4. Maintain confidentiality and disclose any actual, potential, or perceived conflicts of interest.

Adjudicators will not assess organizations based on a single model or existing level of capacity. The goal is to identify applicants for whom the program is an appropriate opportunity to support development, sustainability, leadership, and long-term impact.

Who We Are Looking For

We welcome individuals with a range of professional, community, and lived experiences. Successful adjudicators will demonstrate:

- Understanding of anti-Black racism, ableism, systemic barriers, and the diverse realities of Black disabled communities in Canada.
- Ability to apply criteria fairly, consistently, and without bias.

- Strong critical thinking, assessment, and decision-making skills.
- Respect for diverse perspectives and a commitment to equity, inclusion, accessibility, and Nothing About Us Without Us.

The following will be considered assets:

- Experience reviewing grants, funding, or program applications.
- Experience with Black-led, Black-serving, Black-focused, disability-focused, nonprofit, or charitable organizations.
- Knowledge of organizational development, leadership, governance, capacity building, disability justice, accessibility, or intersectionality.
- Lived experience as a Black person with a disability and/or experience working alongside Black disabled communities.
- Bilingualism in English and French.

As this is a national program, BOF encourage applications from individuals across Canada.

Commitment and Requirements

Selected adjudicators will be required to:

- Participate in one virtual adjudicator orientation session.
- Review assigned applications within the established review period.
- Participate in adjudication discussions and meetings.
- Sign a confidentiality agreement, disclose conflicts of interest, and follow the adjudication process and criteria.

Adjudicators should expect to commit approximately 24–32 hours in total. The adjudication process is expected to take place from November 20 – December 11, 2026. This is a volunteer role.

Our Commitment to Inclusion

BOF is committed to reflecting the full spectrum of the Black Canadian experience. We encourage applications from individuals with diverse identities, experiences, and perspectives, including diversity in gender, sexual orientation, religion, ethnicity, age, immigration status, language, disability, and geographic location.

Accessibility and Accommodations

BOF is committed to ensuring the adjudication process is accessible and inclusive. Accommodations are available throughout the application, orientation, and adjudication process, and information shared for accommodation purposes will be handled confidentially.

If you require accommodations or accessible arrangements to participate, you may contact the designated BOF representative at BD3project@blackopportunityfund.org with the subject line: BD3 Accommodations.

Requests for accommodation will not affect your suitability for the role.

How to Apply

Individuals may self-nominate or nominate someone else, provided the nominee has given permission in advance.

Application deadline: 11:59 pm EST on Friday, November 20, 2026

To Apply to Become an Adjudicator:
Link to Application

About BOF

The Black Opportunity Fund (BOF) is a community-led Canadian registered charity supporting a prosperous, healthy, and thriving Black Canada. BOF addresses anti-Black racism by responding to long-standing underinvestment in Black communities and strengthening collective action among Black organizations and leaders.

Together, we can strengthen, connect and expand the BD3 sector across Canada.