



United Way of Douglas County

**2022 RACIAL EQUITY COMMUNITY FUND
REQUEST FOR PROPOSALS**

**RFP Live: Monday, December 13, 2022
Application Due: Wednesday, January 19, 2022**

For more information:

Mandy Enfield, Director of Operations
(785) 843-6626 x 1001

LIVE UNITED™ 

INTRODUCTION

The United Way envisions a just, equitable and inclusive community for residents of all racial and ethnic backgrounds. Today, however, we are falling devastatingly short in providing equitable opportunities for Black, Indigenous, People of Color (BIPOC) in our county. BIPOC Douglas County residents face racist disparities in health, education, income, housing, and safety.

These disparities are a result of systemic racism that is perpetuated intentionally and unintentionally through institutions, culture, and individuals. The United Way of Douglas County acknowledges that the fight against poverty must be inclusive and anti-racist. Because racism is ingrained in the fabric of American institutions, it is easily self-perpetuating. **All that is required to maintain it is business as usual.** In our fight to end poverty, the United Way has taken a stand to not do "business as usual" if it perpetuates racial or other forms of inequities.

FUND GOAL

Traditional funding models are troubled by an imbalance of power and a lack of support for new applicants. As a result, the funding process favors the privileged and is often inaccessible to new, innovative, BIPOC led efforts. The focus of this fund is to support projects that build community, leadership, and direct supports for all marginalized community groups. Our simple goal is to recognize that Black, Indigenous, People of Color in Douglas County are best suited to lead change, and it is the responsibility of funders to alter processes and create a safe space for BIPOC leaders to participate and prosper.

CHANGES IN 2022

Racial Equity efforts must be BIPOC led. As such, the 2022 grant process will be facilitated by Janine Colter, owner of Hidden Jewell Salon and previous grant recipient. Janine is a community leader and skilled connector. Additionally, guidance and resources will be available to new applicants through office hours, one-on-one help, and a "safe to fail" mindset. All grant materials have been designed to be accessible and inviting to new applicants.

ELIGIBILITY CRITERIA

Funds will be invested in grassroots and/or community nonprofit organizations in Douglas County, KS with projects focused on increasing equity and opportunities for local BIPOC communities. These grants provide support for organizations or individuals whose work benefits people with low incomes, communities of color, and historically and/or systematically marginalized people. Collaborative efforts and coalitions are eligible to apply. **You do NOT have to be a 501c3, non-profit organization. This funding is for anyone wanting to lead and create change.**

Priority will be given to organizations:

- led by Black, Indigenous, People of Color with organizational mission and goals focused on elevating and increasing equity for Black, Indigenous, People of Color
- leading efforts that include power-building with and for BIPOC communities
- taking a multi-generational approach that prioritizes youth and families
- aligning with United Way's mission of ending poverty, facilitated by equitable access to quality education, healthcare, jobs, housing, food, and community engagement
- that embed trauma-informed practices into their work by acknowledging the widespread impact of trauma

Not eligible for funding:

- Organizations with budgets over \$500,000
- Organizations with less than 25% BIPOC executive leaders and board members
- Government programs
- Other foundations or granting programs
- Public, private, or charter schools
- College or university programs
- Businesses or business associations
- Organizations outside of the Douglas County, KS service area
- 501c3 nonprofits designated as a church or religious organization

FUNDING

Applicants may be selected to receive between \$500 and \$5,000 in funding. Funding begins February 2, 2022, with an August 31 completion date. **Applications Due Wednesday, January 19, 2022.**

PRIORITY POPULATION

The priority population for these funds are Black, Indigenous, People of Color living in Douglas County, KS.

At least 75% of people served through the Racial Equity Community Fund should identify as Black/African American, Indigenous/Native, Asian Pacific Islander, Chican@/Latinx, Middle Eastern, and/or People of Color.

Priority will be given to projects that focus on the intersections of BIPOC identities, bringing those systemically pushed to the margins to the center of the project. These intersections may include:

- Socioeconomic status
- Sexual orientation
- Gender identity
- Age
- Ability
- Immigration status

The highest priority will be given to projects focused on the intersections of racism and poverty.

While important, the following activities are not eligible for funding:

- Direct service/safety net supports that are contingent on agreement to case management, education, continued program participation, or citizenship status
- Individual grants or scholarships
- Research expenses
- Capital or endowment campaigns

ELIGIBLE ACTIVITIES

The eligible activity categories for funding are **Direct Supports**, **Advocacy**, and **Community Building**. Please reference the table below for specifics on each.

	Direct Supports	Advocacy	Community Building
What it is	<i>Activities that support and/or serve an individual, family, or group with a direct service need</i>	<i>Activities that aim to influence decisions within political, economic and social institutions</i>	<i>Activities directed toward the creation or enhancement of community, both place-based and identity-based, serving to develop community assets, social capital, and decrease isolation through stigmatization</i>
Examples of funded activities (not an exclusive list)	<p>Meal preparation and/or delivery</p> <p>Early liberation literacy programs (book drives & tutoring that highlight BIPOC strengths and culture)</p> <p>Jail bail-out Black and Indigenous parents to reunite with families</p> <p>Basic needs supplies to individuals and families</p> <p>Attorney and expungement fees</p>	<p>Education that will inform and activate residents on policy advocacy and community organizing</p> <p>Racial equity and justice education to counteract the impact of white supremacy</p> <p>Activities to "till the soil" for advocacy, including root cause and power analysis, and campaign development.</p> <p>Advocacy coalition building</p> <p>Direct action</p>	<p>Mobilizing residents to take action on community-level change</p> <p>Leadership programs that identify, develop, and mobilize new community leaders for racial justice</p> <p>Activities that foster inclusive communities of belonging (e.g. public art, block parties and BBQs, neighborhood "walk-up" movie nights, community concerts featuring BIPOC artists)</p>

REVIEW PROCESS

HOW TO APPLY

Applications are due no later than **Wednesday, January 19th at 5:00pm**. Application assistance is available. If you are unfamiliar with grant writing or just need some support. Please reach out.

A full application is available online through the United Way of Douglas County Website. Paper copy applications are also available and accepted.

APPLICATION REVIEW

All completed applications will be assessed through an ethical and compassionate review process by the Community Impact Committee, United Way Operations Director, and grant facilitator. You may be contacted if additional information or clarification is needed at any time throughout the review process. Funding decisions will be communicated before February 1, 2022.

PROPOSAL SCORING

The accuracy and completeness of your application will help the grant reviewers to conduct a fair and thorough review. Our goal is to fund the programs that will best serve those most impacted by poverty and discrimination, as identified through a thorough review process whereby applications are scored using a standardized rubric so that all applicants are evaluated on the same criteria.

The following criteria are used when reviewing proposals.

1. Is the application thorough and complete?
2. Does the applicant have the capacity to carry out proposed activities?
3. Is the project activity aligned with the fund goal?
4. Do the proposed activities align to achieve the goal?
5. Is the project well thought-out with adequate planning?
6. Does the project have a plan to meaningfully measure and report success?
7. Is the budget complete, accurate & clear?
8. Does the organization have majority BIPOC leadership?

For more information:

CONTACT: Mandy Enfield

EMAIL: menfield@unitedwaydgco.org

PHONE: (785) 843-6626 x1001 or text (913) 406-4866

CONTACT: Janine Colter

EMAIL: janinecolter@sunflower.com

PHONE: (785) 312-0213

ONLINE: <http://www.unitedwaydgco.org/racial-equity-community-fund>

Application Support Office Hours:

Saturday, Jan. 8, 2:00-4:00 at the Castle Tea Room, 1307 Massachusetts St. Ring doorbell on North side.

Monday, Jan. 10, 5:00-7:00 at the Castle Tea Room, 1307 Massachusetts St. Ring doorbell on North side.

By appointment anytime.

APPLICATION

Complete the following information to the best of your ability. Support is available.

Applications are due Wednesday, January 19, 2022 at 5pm. You may email a word doc or PDF or you can submit a paper copy in person/by mail. Because of a tight funding timeline, late applications cannot be accepted for consideration.

1. Organization name
2. Mailing address
3. Address of activities
4. Website
5. Phone number
6. Primary contact
7. Email Address(es)
8. Tell us about your work. Do you have collaborators/partners, share some history, what are the mission and values, do you have experience in designing and implementing community projects for racial equity or are you just starting out? (Recommend 250 words or less)
9. Project Name
10. Project summary – please provide a summary for the project or program.
11. Please provide a simple project timeline noting major activities.
12. What are your goals for the project?
13. How will your project and goals create more equitable opportunities for BIPOC communities?
14. Who is the priority community being reached with this project?
15. How many people do you anticipate reaching?
16. Amount of request (\$500-\$5000)
17. Project budget (see attached form)

Attachments:

- Signed MOU (see attached form)
- Contact list of all paid and unpaid group leaders, including contact information
- Optional: Any materials you wish to submit to showcase past work (flyers, training manuals, reports, etc.)

BUDGET FORM – Feel free to modify this form to fit your needs

Please include projected expenses, anticipated income (including in-kind), and the total project budget. Provide descriptions for all entries. Please make sure that expenses and income balance. Please reference the Budget Instruction Form.

<i>Project Title:</i>		<i>Total Budget Amount:</i>
EXPENSES (modify categories to fit your project)		
<i>Fees (people costs, like staff or vendors)</i>		
Category	Amount	Notes
Subtotal fees	\$	
<i>Production (supplies, like food, space rental, or tools)</i>		
Subtotal production	\$	
<i>Marketing (supplies for outreach and advertising)</i>		
Subtotal marketing	\$	
TOTAL EXPENSES	\$0.00	

INCOME (donations, merch/ticket sales, etc. Modify categories to fit your project)

Racial Equity Grant (requested amount)		
Subtotal Income	\$	

IN-KIND DONATIONS (gifted services or items. Should match items described in the EXPENSES section above)

Subtotal In-kind	\$	

TOTAL INCOME + TOTAL IN-KIND	\$0.00	This sum should equal expenses on previous page
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Please use the space below to clarify any unusual circumstances connected to your budget for this project:

United Way of Douglas Funded Partner
Memorandum of Understanding Racial Equity Community Fund



This Memorandum of Understanding (MOU) defines the cooperative relationship between United Way of Douglas County ("United Way") and its Funded Partners ("Partner"). The fully signed and executed MOU serves as an agreement for Racial Equity Community Fund 2022. Signing this agreement indicates acknowledgement and acceptance of the terms outlined herein.

I. Award

Applicant will receive the amount awarded by the selection committee. Total funding amount will be recorded in the award letter that will be delivered with the payment.

II. Reporting

Applicant agrees to collect and share activities and accomplishments with the United Way by Friday September 30th 2022. This information may be reported verbally or provided in a written form.

III. United Way of Douglas County agrees to administer the following benefits:

- a. Disburse funds to the Partner upon award notification.
- b. Racial Equity Community funds will be disbursed no later than February 1, 2022.
- c. Provide support to Partners through volunteer referrals, in-kind donations as available, group volunteer project opportunities, technical assistance, capacity building, and opportunities to partner and collaborate.
- d. Accept donor designated funds for Partners (donor designations are honored above and beyond the grant allocations).

IX. Partner agrees to the following requirements:

- a. Provide inclusive and equitable access and services to persons of all races, ethnicities, backgrounds, and abilities.
- b. Ensure the inclusion and engagement of participants from underserved communities, including BIPOC, LGBTQ+ and rural residents.
- c. Inform and seek agreement with the United Way regarding program changes as proposed in the application.
- d. Provide services and activities outlined in Racial Equity Community Fund application.

United Way Douglas County reserves the right at any time during this agreement to reduce or withhold funding, require the funded Community Impact Partner to reimburse funding, or terminate the agreement if any of the following conditions occur:

- a. Grantee fails to adhere to the standards or policies set forth and covered in this agreement.
- b. Grantee fails to deliver the agreed upon program and services outlined in the application.

This agreement will be binding from the date that funds are deposited until October 31, 2022. Changes and modifications may be made at any point with the joint written approval of the United Way and Partner. A final award letter will be included with the payment. Because of scheduling needs, application submission and signing this document will serve as the formal MOU. Funding will be released as soon as award decisions are finalized. Contractual obligations shall not be binding until Partner deposits the funds. Funds must be accepted and deposited by February 7, 2022.

Printed Name Date

Your Signature