

BLACK EQUITY FUND Application Guidelines

Request for Proposals

The Black Equity Initiative - Inland Empire (BEI-IE) and the Inland Empire Funders Alliance (IEFA) have established a Black Equity Fund, an effort to raise and grant \$5 million over 2 years to Black led/Black empowering organizations in the Inland Empire region. The fund is housed at the Inland Empire Community Foundation (IECF), who serves as the fiscal sponsors of the IEFA. The IEFA is a collaborative network of funders whose mission is to advance equity, advocacy, and systemic change in the Inland Empire by uplifting the region’s assets and opportunities, and leveraging resources for impact. The BEI-IE is a coalition of Black-led and Black empowering organizations committed to the long-term sustainability of Black organizations working to end systemic racism and build political and economic power for the Black community in Riverside and San Bernardino counties.

BEI FUNDING FOCUS

We recognize that our battles for equity and justice are especially heavy when situated in a place with a deeply rooted and painful history of white supremacy. We uplift the legacy and memory of Black people in the Inland Empire and their allies who led courageous fights for justice and equity and paved the way for new generations of leaders to emerge. We know the fight to und structural racism must be sustained through intentional power building among Black-led and Black empowering movements and organizations in the Inland Empire and abroad. (See full BEI-IE principles and values statement below.)

BEI Funding Focus:

- **Systems Change:** To develop, strengthen and scale Black-led and empowering organizations’ sustainability and collective ability to engage in systems change work to promote racial equity in (#) issue areas. * **Systems Change:** *A change in the policies, processes, relationships, knowledge, power structures, values, or norms that guide how organizations function internally and in relationship to other organizations.*
- **Power Building:** To support strategies that focus on engaging and mobilizing diverse constituencies of Black people (young people, families, system impacted persons, faith leaders, and communities) to build Black power and for long-term impact. * **Power Building strategies may include non-partisan voter engagement, base building and leadership development.**

The Black Equity Fund intends to fund Black-led, Black empowering and/or Black serving nonprofit organizations (NPO) based in the Inland Empire as defined by the following identity criteria:

Black Led	Black Empowering	Black Serving
Black leaders are in a position of influence within the organization	The organization demonstrates an institutional commitment to justice and liberation for Black people, evidenced by one or more of the following:	Organizations that are committed to serving and empowering Black people as evidenced by:

<p>1. A Majority of the Board is Black, AND 2. Executive Director is Black, or the Executive Leadership/Organizational Lead is majority Black</p>	<p>1. Developing a constituent base working to advance structural and systemic changes that improves the material conditions for Black life, 2. Embedding Black voice and the lived experiences of Black people as critical expertise that guides the fabric of the organization’s mission, vision, values, and core work; and develops both individual agency and community capacity to advocate for conditions that enable Black people to thrive.</p>	<p>1. Programmatic services that prioritizes and target the needs of Black people 2. Has a history of serving Black people</p>
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Project Scope

The project scope is limited to the Inland Empire, and all funded activities will be limited to Riverside County and San Bernardino County only. Organizations will be provided resources to advance systems change and power building work in these priority areas:

- **Civic Engagement:** Funding may support efforts to develop and involve leaders in civic life which may include but is not limited to identifying new voters, educating and engaging voters on election issues and other policy priorities; and involving leaders in shaping public policy.
- **Criminal Justice Transformation:** Funding may support efforts to identify and reform flaws and inequities in the criminal justice and legal system, and redress systemic racism that leads to mass incarceration, over-policing, and criminalization of communities of color and black people specifically.
- **Housing Justice:** Funding may support efforts to center community voices and interest in housing development, fighting gentrification, combating racial segregation, forced displacement, housing discrimination, and poor housing conditions impacting Black people.
- **Health Equity:** Funds may support efforts to address systemic barriers that result in racial and ethnic disparities in health access, care and supports in a range of areas including but not limited to: birth equity, reproductive justice, mental health, social determinants of health, and factors contributing to COVID-disparities.
- **Education Equity:** Funds may support efforts to put systems, structures, and resources in place to address the unique challenges and barriers to academic success as early as pre-K through college.
- **Economic Liberation (Development):** Funding may support efforts that result in the creation of new policies, systems, sustainable structures and institutions for an inclusive economy and the economic well-being and liberation of Black people.

Funding Tiers and Eligibility

Applicants may apply for funding in one of three tiers:

- **Learning Grants, \$10,000 (up to 12 months)**
Funding supports their unique learning needs related to systems change and power building in their priority focus areas. Learning funds also pays for staff participation in at least (2) required grantee learning sessions. Learning applicants may be invited to apply for emerging track after one year. (insert language: professional development, research, internal planning, etc --- not a program or service)
Criteria: An organization may not have experience in systems change/power building work but are interested and committed to learning and growing the organization capacity to support racial equity work and desire to contribute to collective policy agenda setting through BEI Coalition.
- **Emerging grants, up to \$50,000 (24 months)** to support the emerging systems change/power building work that is already underway and is emerging. Emerging grantees must participate in at least (2) required learning sessions and BEI coalition meetings.
Criteria: An organization that has initiated systems change/power building work (1-3 years) and is seeking to move that work forward; and committed to moving that work forward; is currently participating in a coalition; and is interested in contributing to collective policy agenda setting through BEI Coalition.
- **Scale Up grants, up to \$75,000 (24 months)** to existing systems change/power building work that already has a demonstrated impact but is ready to scale up. Scale up grantees must participate in at least (2) required learning sessions and BEI coalition meetings.
Criteria: An organization that has significant track record for systems change/power building work (3 or more years) and is seeking to take that work to scale or it's next phase; staff capacity to engage with policymakers and to monitor and address policies and practices in a strategic and ongoing manner; is currently leading and/or participating in a coalition; and is interested in contributing to collective policy agenda setting through BEI Coalition.

Other Grant Eligibility

- Seek local, regional, and state policy solutions;
 - Address a high need impacting Black people; and
 - Have clear objectives that are compelling, measurable and can lead to successful outcomes and impact.
 - Nonprofit, public benefit organizations based in the Inland Empire, with evidence of tax-exempt status under Section 501(c)(3) of the Internal Revenue Code or Fiscal sponsor sponsored by at 501(c)(3) and not classified as a private foundation.
 - Organizations that operate on a non-discriminatory basis in the hiring of staff or in providing services on the basis of race, religion, gender, sexual orientation, age, national origin or disability
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Grant Amount and Grant Period

Learning grants are \$10,000 for 12 months; Emerging grants up to \$50,000 for 24 months; and Scale Up grants are to \$75,000 for 24 month. Grant amounts will vary, depending on an organization’s capacity and proposed activities. For more information on grant requests, please send an email with subject titled “Questions” to bei@iegives.org.

How to Apply

1. Grant Deadline is Wednesday, September 22, 2021
2. Application and Ancillary Documents should be submitted as a **PDF** or word document to bei@iegives.org

Application Questions

Submit responses as a PDF or word document to bei@iegives.org. **All applicants respond to the following questions:**

1. Provide a brief overview about your organization, your work and your constituency or specifically, Black communities you serve: **(Limit to 200 - 500 characters)**
2. Complete Demographic % of Black people :
 - a. **Currently Serving on Board**
 - b. **Executive Leadership**
 - c. **Staff**
 - d. **Volunteers**
 - e. **Constituency/Clients/Members served**
 - f. **Communities Served** **Riverside** **San Bernardino** **Both Cities:** _____

Applicants can only apply for one tier of funding. Please respond to questions under the tier you are applying for in no more than 2 pages, 12 pt font, single spaced.

Learning Tier	Emerging Tier	Scaling Tier
Q1. Please describe your organization’s key priority areas related to systems change and power building? (List out seven priority areas) *identify priority areas for funding Q2. Describe a current/recent	Q1. In one paragraph, describe the emerging systems change/power building work your organization is seeking to pursue? Q2.What is the organization’s history for working on this	Q1. In one paragraph, describe the systems change/power building work your organization is seeking to take to scale? Q2. What is the organization's history for

<p>challenge or opportunity in your current service/program/policy efforts and how a learning grant would support your efforts or grow your capacity? (in one of the priority areas)?</p> <p>Q3. How will you use the funds to support your learning?</p> <p>*What do you hope to learn & do?</p>	<p>issue.</p> <p>Q3.What is your specific goal, what specific activities will your organizations do to reach your goal over the next 24 months and how will funds be used?</p> <p>Q4. Who are your partners in your current efforts? Are you collaborating with others or participating in larger/regional efforts?</p>	<p>working on this issue and what impact has it made to date?</p> <p>Q3. What is your specific goal, what specific activities will your organizations do to reach your goal over the next 24 months and how will funds be used?</p> <p>Q4.Who are your partners in your current efforts? Are you incubating and/or mentoring other organizations towards this effort</p>
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Application Timeline & Review

Submission Deadline and Notification of Decisions:

- Applications are due by September 22, 2021
- Decisions will be announced by mid-October 2021

Application Review:

Grants are awarded on a competitive basis. Applications will be screened for eligibility and completeness by Inland Empire Community Foundation (IECF) staff. The BEI-IE Grant Committee will evaluate eligible applications and will make grant recommendations to IE Funders Alliance and IECF Board of Directors for final approval.

BEI-IE VALUES AND PRINCIPLES

We recognize that our battles for equity and justice are especially heavy when situated in a place with a deeply rooted and painful history of white supremacy. We uplift the legacy and memory of black people in the Inland Empire and their allies who led courageous fights for justice and equity and paved the way for new generations of leaders to emerge. We know the fight to undue structural racism must be sustained through intentional power building among black led and black empowering movements and organizations in the Inland Empire and abroad.

We also recognize that the Black community is not a monolith, yet we stand united and move collectively, embracing the various perspectives, creative expressions, and strategies, to realize our vision for black liberation. We give ourselves permission to be courageous, fearless and unapologetically Black as we counter anti-Blackness by innovating and creating in our images and interests.

Our collective work is guided and operationalized by the seven principles of **Nguzo Saba** :

- Unity (Umoja) – To strive for and maintain unity in the family, community, nation and race by **working collectively together and establishing frameworks and boundaries centered in our well-being.**
- Self-Determination (Kujichagulia) – To define, name, create and speak for oneself and **to uphold a practice of self-care as well as community care.**
- Collective Work and Responsibility (Ujima) -To build and maintain our community together and make our brother’s/sister’s problems our own and to solve them together **by building black political and economic power.**
- Cooperative Economics (Ujamaa) – To build and maintain our own institutions and businesses and to profit from them together **by increasing access and opportunity for non-profit sustainability, black business development, social enterprise, and job creation.**
- Purpose (Nia) – To make our collective vocation the building and developing of our community for the restoration of our people **by ensuring that our collective work is both data driven and guided by the voices of our community.**
- Creativity (Kuumba) – To always do as much as we can, in the way we can, in order to leave our community more beautiful and beneficial by **reimagining and envisioning the world we want our children to inherit.**
- Faith (Imani) – To believe with all our heart in our people, our parents, our teachers, our leaders and the righteousness and victory of our struggle and to move knowing that **when we believe, we act as if it is so, and things happen for our individual and collective good.**