



2021 Community Impact Fund: Supporting DEI Learning and Work in the IE One Year Unrestricted Operating Grants Guidelines & Instructions

Inland Empire Community Foundation (IECF)

The Inland Empire Community Foundation's mission is "Strengthening Inland Southern California through Philanthropy." The Foundation does this by raising, stewarding and distributing community philanthropic assets by providing grants and scholarships to nonprofit organizations, and working toward a shared vision of a vibrant, generous and just region with unlimited opportunities.

Community Impact Fund: Grantmaking with an Equity Lens; Diversity, Equity, Inclusion (DEI) Statement

In the past, IECF has provided capacity building grants through its endowed Community Impact Fund (CIF). In March 2020, adopted a focus **on racial, gender, and economic equity**. This means ensuring our staff and Board reflect the communities we serve and that our **grantmaking builds the voice and power of our grantees to transform their communities**. It also means **listening to and incorporating the lived experiences of people who daily struggle to achieve safety, health, and prosperity in the Inland Empire**. In doing this work, IECF will rely on **data that shows where disparities exist to drive our grantmaking, programs, and partnerships**.

IECF is walking this journey with its Board, staff, and stakeholders to better use community philanthropy to **create a fairer Inland Empire**. IECF stands firmly against racism and all forms of oppression, prioritizing equity, inclusion, and diversity in our community work. In support of this commitment, our 2021 CIF grants will explicitly support groups in the IE to continue on and work towards these values and practices.

Diversity, Equity, and Inclusion (DEI) Focus

IECF invites organizations that are on their DEI journey---organizations that are practicing DEI or are learning to incorporate DEI into their organizational culture, structure, strategies, programs and services. We use the D5 Coalition (<https://www.d5coalition.org/>) definition of DEI as follow:

- **Diversity** - Representation of varied identities and differences (race, ethnicity, disability, age, gender identity, sexual orientation, national origin, religion, socio-economic status, education, etc.). Similarities are affirmed and differences are valued.
- **Equity** - Improving equity is to promote justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the underlying or root causes of the disparities in outcomes for different groups in our society.
- **Inclusion**- Promotes a culture of belonging, actively inviting the contribution and participation of all people. Inclusion refers to the degree to which diverse individuals are able to participate fully in the decision making processes within an organization or group. A truly "inclusive" group is necessarily diverse; a "diverse" group may or may not be "inclusive."

Eligibility

- Nonprofit, public benefit organizations with evidence of tax-exempt status under Section 501(c) (3) of the Internal Revenue Code and not classified as a private foundation.
 - Organizations that operate so that they do not discriminate 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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- Nonprofit organizations that have an operating budget of ***\$2 million or less***.

Equity Grantmaking Objectives

- Support and build the capacity and effectiveness of nonprofits, collaboratives and coalitions that are working to advance racial, gender and economic equity.
- Provide flexible, unrestricted support to carefully selected nonprofits that demonstrate the interest and ability to strengthen their organizational effectiveness and capacity.
- Support nonprofits providing quality, essential services in the areas of education, inclusive economic development, community development, and the environment, as well as those involved in civic engagement, community organizing, advocacy, power and movement building.
- Support small budget sizes, levels of capacity, and infrastructure.

Funding Priorities

- Mission, goals and programming address the critical needs of individuals and communities most impacted by racial, gender and economic inequity due to their race, income level, gender, religion, immigration status, disability, age, sexual orientation or zip code;
- Programs, services and core activities are culturally and linguistically responsive to the needs of those served;
- Clients, constituents and individuals most impacted by inequities are meaningfully engaged and involved in decision making to inform the organization's strategies and work;
- Commitment to practicing and institutionalizing equity, diversity and inclusion in governance, staffing, organizational practices and collaborative relationships is demonstrated.

One-Year Unrestricted Operating Support Grants

Grants awarded are unrestricted, for general operating costs and may support efforts that enable an organization to effectively carry out its mission by strengthening organizational capacity and infrastructure. **The maximum request and award is \$20,000 for one year. Requests over \$20,000 will be disqualified**

Timeline

Grant Opportunity Announced: December 6

Application On-line Portal open: December 6

Technical Assistance sessions: December 14, 2021 and January 6, 2022

Applications due: January 17, 2022

Decisions released: March 21, 2022

Application Review

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

Notification of Results

All applicants will be notified of the results, in writing, by March 21, 2022. Please do not contact IECF before this date once the application has been submitted.

How to Apply

Link for Technical Assistance Workshops on December 14, 2021 and January 6, 2022 from 4pm-5pm: <https://us02web.zoom.us/meeting/register/tZ0pceGurTwrHtSoNaVjeQ-ZMgwgXHDt6leH>

1. Please read the eligibility requirements carefully.
2. Go to <https://www.grantinterface.com/Home/Logon?urlkey=inlandempire> and locate the link to the **2021 Community Impact Grant Application Eligibility Form** to continue to the application. A login and password will be required and can be established at the beginning of the process. **Make sure to note your login and password** for future use.
3. Complete all required fields in the on-line form.
4. Be prepared to submit the following **REQUIRED** documents in **PDF** format in the on-line application process (other file types may be corrupted during export):
 - Your current 501(c) (3) final determination letter from the IRS
 - Board member listing and their affiliations
 - Your 2021 operating budget (Current calendar or fiscal year)

Deadline: Applications must be completed and submitted by midnight on January 17, 2022. All applications MUST be submitted via the on-line application process. Note: Your application will be inaccessible after the date and time noted, so please email a copy to yourself (or a colleague) from within the online grant portal. We will not accept mailed, faxed or emailed copies. Incomplete applications will be DISQUALIFIED.

Questions? Please submit your questions at grant-info@iegives.org
