



BLACK EQUITY FUND APPLICATION GUIDELINES

Request for Proposals

Deadline: December 16, 2022

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 end 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.)*

- **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
<p>Black leaders are in a position of influence within the organization</p> <ol style="list-style-type: none"> 1. A Majority of the Board is Black, AND 2. Executive Director is Black, or the Executive Leadership/Organizational Lead is majority Black 	<p>The organization demonstrates an institutional commitment to justice and liberation for Black people, evidenced by one or more of the following:</p> <ol style="list-style-type: none"> 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>Organizations that are committed to serving and empowering Black people as evidenced by:</p> <ol style="list-style-type: none"> 1. Programmatic services that prioritize and target the needs of Black people 2. Has a history of serving Black people

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 the following funding tier only:

- Learning Grants, up to \$20,000 (up to 12 months)
 - Funding supports their unique learning needs related to systems change and power building their priority focus areas. Learning funds also pays for staff participation in at least (2) required grantee learning sessions.

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.

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.

Grant Amount and Grant Period

Learning grants are up to \$20,000 for 12 months; 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 Dina Walker, dwalker@bluedfoundation.org.

Ancillary Documents

The following documents will need to be uploaded to complete your application submission. Applications that do not provide the following documents will be disqualified. Documents will be required to be uploaded at the end of the application to allow you to advance through the questions prior to submission. If you have any questions or require assistance please contact fund manager, London Jones, london@socialgoodsolutions.com.

Please have the following documents ready to upload:

- Project Budget - must be a 1-page, detailed line-item budget
- Board Member One-Sheet - a list of board members with their affiliations
- 501c3 IRS Determination Letter
- Operating Budget - for current year

Application Timeline & Review

Submission Deadline and Notification of Decisions

- Applications are due by December 16, 2022
- Decisions will be announced by February 2023

Application Review

Grants are awarded on a competitive basis. Applications will be screened for eligibility and completeness by fund manager, Social Good Solutions. 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.

How to Apply

1. Submit your complete application online at <https://survey.alchemer.com/s3/7067111/IE-Black-Equity-Fund-RFP-2022>. Application and Ancillary Documents should be submitted via this portal.
2. No emailed applications will be accepted. If you have any technical issues, please contact London Jones, london@socialgoodsolutions.com.
3. **Grant Deadline is Friday, December 16, 2022**

BEI-IE Values & 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.