

Grand Rapids Community Foundation is committed to creating a community that aggressively seeks to put an end to inequity. We are actively seeking racial justice and look forward to partnering with organizations who are working to eradicate the structural barriers and root causes that result in racialized outcomes.

Pre-App Questions:

1. Which of the priority areas will the project address?
 - a. We invest in workforce development that results in sustainable, living wage jobs with competitive benefits. We also seek to increase access to capital and opportunities for historically under-resourced entrepreneurs **(Prosperity)**
 - c. We strive for equitable educational attainment when race, ethnicity, and first generation status are not predictive of post-secondary enrollment, persistence, and degree or credential attainment **(Education)**
 - d. We invest in culturally effective solutions that lead to equitable health outcomes and well-being **(Health)**
 - e. We invest in opportunities that seek to sustain arts and cultural opportunities to advance equity and are led by or primarily reach communities of color. We also invest in leaders and networks that inspire, grow and connect movements aimed at advancing equity. **(Engagement/Arts)**
 - g. We seek to create greater access to housing prosperity for all who call Kent County home. We invest in the production and preservation of equitable, stable, quality, affordable housing in historically under-resourced neighborhoods. **(Neighborhoods)**
 - h. We invest in efforts led by those most affected by environmental injustice and that ensure equitable environmental benefit. **(Environment)**
2. The Grand Rapids Community Foundation is committed to creating a community that is working to eliminate inequities and is anti-racist. We seek partners that share in this commitment and demonstrate practices that aggressively disrupts the conditions that hold racism in place. If selected to submit a full application, we will request additional information, and/or documentations regarding your organization's anti-racism and equity practices.
 - a. Is anyone excluded from services, employment or volunteer participation based on their age, ability, economic circumstance, education, race, criminal record, ethnicity, gender, gender identity or expression, sexual orientation, religion, spiritual beliefs, marital status, national origin or veteran status? **(Yes or No)**
 - b. Does your organization have an equity statement that communicates your pursuit of anti-racist practices and aspirations toward equity? **(Yes or No)**
3. What is the proposed solution to the priority area you selected above?
4. How have the individuals experiencing the inequity been engaged in creating the project and what leadership role will they play throughout implementation and evaluation?
5. How will you know if the proposed solution is making progress on achieving equity?
6. How will the project be supported beyond the grant partnership with the Community Foundation? Please include partnerships and funders.

Full application questions:

1. How does this proposed solution disrupt the conditions (policies, practices, institutions, culture and power) that hold the inequity in place?
2. Describe the people and communities you are working with (demographics, their strengths, and their concerns).

3. If your organization is not led by people of color, how are people of color sharing in the leadership of the proposed solution? If people of color are not sharing in the leadership, why not?
4. Describe the racial equity practices, programs or initiatives in which your organization is presently engaged—internally and externally.
5. Beyond financial, are there other resources you would like to see the Community Foundation provide in support of the partnership?
6. What forms of diversity (gender, cultural, religious, immigrant/refugee background, linguistic, etc.) do you think are important for strengthening the proposed solution and why? Does your organization's staff and governance reflect this diversity?
7. Address Additional questions below
 - b. PO adds additional questions to help provide context and specifics regarding the project.