

Fund for Community Good

Pre-Application and Full Proposal Questions

Grand Rapids Community Foundation is committed to creating a community that aggressively seeks to end 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-APPLICATION QUESTIONS

1. Which of the priority areas will the project address?
 - Workforce development that results in sustainable, living wage jobs with competitive benefits **(Prosperity)**
 - Access to capital and opportunities for historically under-resourced entrepreneurs **(Prosperity)**
 - Equitable educational attainment when race, ethnicity, and first-generation status are not predictive of post-secondary enrollment, persistence, and degree or credential attainment **(Education)**
 - Culturally effective solutions that lead to equitable health outcomes and well-being, including other social determinants that impact health at a root cause level **(Health)**
 - Arts and cultural opportunities that advance equity and are led by or primarily reach communities of color **(Engagement/Arts)**
 - Leaders and networks that inspire, grow, and connect movements aimed at advancing equity **(Engagement)**
 - Partnerships that protect and honor culture and legacy in neighborhoods, build power and amplify resident voice **(Neighborhoods)**
 - Efforts led by those most affected by environmental injustice and ensure equitable environmental benefit **(Environment)**

2. Grand Rapids Community Foundation is committed to creating an anti-racist community working to eliminate inequities. We seek partners who share in this commitment and demonstrate practices that aggressively disrupt the conditions that hold racism in place. If selected to submit a full application, we will request additional information and/or documentation regarding your organization's anti-racism and equity practices.
 - a. Is anyone excluded from services, employment, or volunteer participation based on 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 communicating your pursuit of anti-racist practices and aspirations toward equity? **(Yes or No)**

 - c. Select the categories in which people of color are a majority (Founder(s), Executive Director, Leadership Team, Board of Directors, Volunteers, Staff, Communities Served).

Do people of color lead your organization? Grand Rapids Community Foundation defines the leadership of an organization as the founder(s), executive director, leadership team, board of directors, volunteers, and staff. Being led by people of color means that people of color are a majority in three or more of those categories (excluding communities served). **(Yes or No)**

3. What is the proposed solution to the priority area you selected above? (300 words or less)

4. How have the individuals experiencing the inequity been engaged in creating the proposed solution? What leadership role will they play throughout the implementation and evaluation? (300 words or less)
5. How will you know if the proposed solution is progressing toward achieving equity? (150 words or less)
6. How will the project be supported beyond the grant partnership with the Community Foundation? Please include all partnerships and funders. (150 words or less)

FULL PROPOSAL QUESTIONS:

1. How does this proposed solution disrupt the conditions (policies, practices, institutions, culture, and power) that hold the inequity in place? (300 words or less)
2. Describe the people and communities you are working with (demographics, their strengths, and their concerns). (300 words or less)
3. If people of color do not lead your organization, 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? (300 words or less)
4. Describe the racial equity practices, programs, or initiatives in which your organization is presently engaged—internally and externally. (300 words or less)
5. Beyond financial, are there other resources you would like to see the Community Foundation provide in support of the partnership? (300 words or less)
6. What forms of diversity (gender, cultural, religious, immigrant/refugee background, linguistic, etc.) are important for strengthening the proposed solution and why? Does your organization's staff and governance reflect this diversity? (300 words or less)
7. Please address the additional questions below.
 - Community Foundation staff will add additional questions to help provide context and specifics regarding the project.