

**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. Workforce development that results in sustainable, living wage, jobs with competitive benefits **(Prosperity)**
  - b. Access to capital and opportunities for historically under-resourced entrepreneurs **(Prosperity)**
  - c. Equitable educational attainment **(Education)**
  - d. Culturally effective solutions that lead to health equity **(Health)**
  - e. Arts and culture opportunities that are led by or primarily reach people who face the greatest barriers to sustained engagement **(Engagement/Arts)**
  - f. Leaders and networks that inspire, grow, and connect movements aimed at advancing equity **(Engagement)**
  - g. Production and preservation of stable, affordable housing **(Neighborhoods)**
  - h. Efforts led by those most affected by environmental injustice and 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)**
  - c. Is your organization led by people of color?
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.