



Request for Proposals (RFP) Racial Equity Grant Program 2022-2023

Grant Applications Due: Monday, March 6th, 2023 at 11:59PM

Mission, vision & values

The Brookline Community Foundation (BCF) creates opportunity and promotes equity through the transformative power of giving. We envision [a better Brookline for all](#) in which every member of the Brookline community can prosper and thrive.

As an organization, our values are:

- **Lead by Listening** – Listening helps us deeply understand community strengths, challenges, needs, and opportunities so we can be an effective collaborator and partner.
- **Anchored in Equity**– Equity is the vision we’re working towards and the processes we’re using to get there that helps hold us accountable to our community and ourselves.
- **Sustainable Support** – Sustainability is crucial for our nonprofits, our neighbors, and ourselves. Investing in Brookline lets us address needs today and well into the future.
- **Community First** – Our community guides our work. We use your insights and guidance to design and refine our work so we can reach our shared goals together.

BCF funding priorities

As one of the largest funders in Brookline, BCF is committed to partnering with community organizations and programs that advance opportunity for those most impacted by inequities and to focusing our collaborative efforts on addressing challenges head on.

We recognize that the challenges in our community and elsewhere have become increasingly acute over the past several years. Black communities, Indigenous communities, other communities of color and vulnerable populations are disproportionately impacted by these challenges. **That is why our aim for grantmaking is to make transformative investments in organizations and community efforts that create an inclusive and equitable Brookline for all. For the purposes of this grant program we will prioritize efforts led by and focused on BIPOC (Black, Indigenous, and People of Color) and other vulnerable populations.** This includes but is not limited to BIPOC individuals and/or communities who identify as immigrants, women, children, older adults, LGBTQIA+, disabled, members of racial, ethnic, religious and/or linguistic minorities, incarcerated or formerly incarcerated, and those consistently excluded from access to resources and services vital for thriving.

While our grants support many types of organizations and activities, they share a common purpose. Through our grantmaking, we aim to work with organizations, efforts, and initiatives with a [shared commitment to advancing equity](#). Our [current grant programs](#) – Brookline For All Grant Program, Community Grant Program, Racial Equity Grant Program, Safety Net Grant Program, and Youth Development Grant Program – offer ways to partner with BCF in advancing your work.

Racial Equity Grant Program

In 2021, the Town of Brookline and the Brookline Community Foundation launched a Racial Equity Fund to support community organizations and efforts to advance racial equity and racial justice for the Brookline community. The Town of Brookline generously provided a \$500,000 investment to seed the fund. The Brookline Community Foundation is now the proud owner and manager of the fund and facilitates the Racial Equity Grant Program.

The Racial Equity Grant Program was created to support community organizations, nonprofits, and other entities seeking funding for projects, programs, and initiatives that advance racial equity and racial justice for the Brookline community. This grant program will provide funding to address racial equity gaps that affect the quality of life for people of color in Brookline.

The Racial Equity Grant Program is the only grant program in our community that aims to address the impact of racism on the health, well-being, and overall quality of life for communities of color, and reallocate resources and power to those members of our community who have been historically marginalized and disadvantaged. We aim to do this by supporting projects that seek to reduce the racial inequities we are seeing in our community and by ensuring that funds go exclusively to lifting and building up members of our community who have been historically and/or are currently marginalized and disadvantaged.

Consistent with the fund's purpose, a Racial Equity Grant Committee comprised of community members, representatives from the Town of Brookline, and representatives from BCF work collectively to identify priorities for each grant cycle, review applications, and make funding recommendations to the BCF Board of Trustees. To ensure a plurality of perspectives and lived experiences, the Committee includes a majority (more than 50%) people of color.

Values and priorities

BCF's vision of a better Brookline for all who live, learn, work, and play here means working relentlessly to achieve equity—the condition where the dimensions of one's identity have no influence on each of us getting what we need to survive or thrive. We recognize that many of the challenges we see across the country and here in Brookline have become more acute this past year and that BIPOC individuals and communities are disproportionately impacted by these challenges.

The Racial Equity Grant Committee's activities and decisions will be rooted in and guided by the following values articulated by the Committee:

- We stand for the self-determination and empowerment of people who identify as Black, Indigenous and people of color (BIPOC).
- We value BIPOC-led ideas, projects, and movements.
- We value efforts and organizations led by people of color who are working with groups that have been historically and/or are currently disadvantaged or marginalized, particularly those efforts and organizations that the philanthropic sector has traditionally underfunded.
- We value efforts and organizations focused on serving people of color and others who are currently disadvantaged or marginalized.

In alignment with these values, the Committee will consider proposals from all organizations and efforts in Brookline that seek to reduce racial inequities; however, the Committee will prioritize funding to BIPOC-led and BIPOC-serving applicants.

For this grant program, an organization/group is considered BIPOC-led if they meet at least **one of the following three criteria**:

- The organization/group's Executive Director/Chief Executive Officer or Board Chair identifies as BIPOC.
- 50% or more of the organization's leadership staff or program directors identify as BIPOC.
- 50% or more of board members identify as BIPOC.

Eligible projects

Eligible projects may include:

- New projects and innovations in need of seed funding;
- Existing projects or programs in need of ongoing funding;
- Shorter-term projects that address racial inequities by meeting the immediate, individual needs of people of color (Individual needs may present as low-wage jobs, poor physical health, mental health problems, alcohol and drugs misuse, personal financial crises, housing insecurity and instability, emergency medical situations, and experience of the criminal justice system);
- Longer-term projects and innovations that seek to address the root causes of racial inequities and reduce systemic barriers to equity and inclusion (Systemic barriers may involve poverty, inequality, housing supply and affordability, unemployment, access to affordable healthcare, access to healthy and nutritious food, and institutional racism), and;
- Projects that address racial inequities through power-building and movement building efforts.

Please see the [Grant FAQs](#) on our website for examples of projects within these categories.

The proposed work must serve the Brookline community, and must do so in a way that benefits the community as a whole rather than any particular individual or private entity's benefit. We define the Brookline community as those who live, learn, work, or play in Brookline. To learn more about disparities and racial equity gaps in Brookline and in Massachusetts, please refer to the resources below:

- Town of Brookline [Disparity Report](#), 2021
- [ARPA Community Engagement Report](#), 2022

We encourage applications from efforts, community groups, and organizations that have not had access to traditional funding sources or have been underfunded by philanthropy.

Eligible groups/organizations

501(c)(3) nonprofits organizations, Town departments or agencies, including the Town's Office of Diversity, Inclusion, and Community Relations (ODICR) or Commission for Diversity Inclusion and Community Relations (CDICR), and community groups can apply for funding. If you are a Town department or agency, please see our [additional guidelines](#). Organizations and groups that are currently funded through other BCF grant programs are eligible to apply. BCF cannot make grants to individuals.

To be eligible, an applicant must be operated and organized so that it does not discriminate in the hiring of staff or provision of services on the basis of race, religion, gender identity, sexual orientation, age, national origin, or disability.

If an organization or project is new and/or not yet tax-exempt (is not a 501(c)(3) nonprofit), an application may be submitted through a fiscal sponsorship. BCF can assist applicants in identifying an appropriate fiscal sponsor. Please also refer to our [Grant FAQs](#) for more information or contact BCF.

BCF grants cannot be used to cover travel costs, political campaigns, or lobbying, and we are unable to provide scholarships or direct support to individuals. While we cannot provide direct assistance to individuals, BCF grant programs may fund organizations and groups that provide direct financial support or scholarships to individuals.

If you have any questions about eligibility or fiscal sponsorship, please contact the Program & Partnerships team at grants@brooklinecommunity.org.

Application timeline

- **December 2022:** Racial Equity Grant Request for Proposals (RFP) released
- **Monday, March 6, 2023:** Deadline to submit grant proposals
- **March-April 2023:** Grant Review Period; Grant Committee reviewers may contact organizations to schedule a site visit or call during this time
- **Early May 2023:** Grant decisions announced

How to apply

BCF will accept a variety of application formats. Apply through our [online grant application](#), by submitting a video application, by setting up a phone/zoom conversation with BCF staff, or by mailing or emailing your application to BCF. While only one type of application format is required, applicants may choose to submit any combination of these options. All applications must be received by the grant deadline.

Grant application materials

- Download the full grant application as a Word doc from the BCF website
- Review our [Grant FAQs](#)
- Access budget and fiscal sponsorship [templates](#).

Submission instructions for video or phone applications

Submission instructions for video applications:

- After recording your video, please upload your video to a video sharing platform of your choice.
- Please submit by sending an email to grants@brooklinecommunity.org with the link to your video.
- Please submit Required and/or Optional Documents to BCF via email or mail.

Additional details:

- We encourage you to share a video that is about 5 minutes long or less.
- We do not expect professional quality videos. Videos recorded on phones or other devices are acceptable. If you have access to a camera or video recording equipment, you may use that; however, we will be reviewing the content and not the quality of the video.

- For your reference, we have included links below to instructions for how to upload your video to YouTube or Vimeo.
 - [YouTube Video Upload Instructions](#)
 - [Vimeo Video Upload Instructions](#)

Submission instructions for phone or Zoom conversation applications:

- If you would like to apply to this grant program by connecting with a BCF staff member and answering questions live by phone or zoom, please contact BCF at grants@brooklinecommunity.org to schedule a phone or virtual conversation to take place before the grant deadline (March 6, 2023).
- Please submit Required and/or Optional Documents to BCF via email or mail.

Application support/technical assistance (TA)

We encourage applicants to contact us prior to submitting your application so that we may support you, as needed, in your submission. We also welcome you to view the [recording of our Virtual Information Session](#), offered in August 2022, to learn about BCF's grant programs and application process.

Contact

Please contact us with any questions before or during the application process for any of BCF's grant programs. We are available to discuss ideas prior to submission.

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[Brookline Community Foundation](#)
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