



“Not everything that is faced can be changed; but nothing can be changed until it is faced.”
James Baldwin

Background

Our community is at its best when people come together to address the challenges we face. From high-profile incidents between residents and police, to data shared in our 2016 *Race and Equity in North Texas* report, to the impacts of COVID-19 that have disproportionately affected people of color, our community and country have a long history of injustice and continued challenges with race relations and racial equity.

We believe the resolve and leadership to face these issues exists in our community. We recognize the importance of community voice in informing and shaping change and that many committed residents, organizations, and institutions are engaged in this work.

In partnership with North Texas Community Foundation fundholders, Rainwater Charitable Foundation, Sid W. Richardson Foundation, The Miles Foundation, Colonial Savings, and Texas Bank and Trust, the Fund to Advance Racial Equity was established in 2020 to provide support to nonprofits and municipal entities working to achieve a more equitable community for all. Our hope is that grants made from this fund drive changes in practice - systemic, institutional and individual - to eliminate racial bias and discrimination that will ultimately lead to more equitable outcomes.

Purpose

The goals of the Fund to Advance Racial Equity are to:

- **Build understanding** between racially diverse groups to raise awareness of challenges as well as solutions related to racial equity;
- **Support community leadership** that advances racial equity; and
- **Increase trust** between residents and law enforcement to bridge gaps, heal historic divides, and develop new relationships.

Eligibility

- Grassroots or established 501(c)(3) organizations located in Fort Worth or Arlington (or with a 501(c)(3) fiscal sponsor)
- Municipal entities of the City of Fort Worth or the City of Arlington
- Demonstrated commitment to one or more Priority Areas described below
- Funds may be used for a variety of purposes such as specific projects, programming, staffing, or capacity building and must be expended by May 2022.

*The Fund to Advance Racial Equity will prioritize organizations with **racial diversity** in their executive leadership or board and/or are **located in neighborhoods** where a majority of residents are people of color. However, all eligible organizations will be considered for support as we recognize the responsibility of racial equity falls on all of us.*

Priority Areas

Funding requests should be related to one or more of the following:

Building Understanding

- **Promoting constructive dialogue** or public awareness related to race;
- **Expanding knowledge** of root causes and systems contributing to racial inequity;
- **Storytelling** and other forms of artistic expression that give voice to the lived experience of those historically marginalized by race or that lift up their contributions to our community; or
- **Advocacy** that empowers the voices of people of color to advance systemic change related to racial equity.

Supporting Community Leadership

- **Pathways and platforms** for community leaders to engage decision makers to address inequities;
- **Efforts that increase diverse representation** in community leadership, such as programs to support diversifying nonprofit boards; or
- **Providing community-wide professional development** that strengthens coalitions, supports neighborhood change efforts, or enhances civic leadership.

Improving Neighborhood-Police Trust

- **Engaging residents and police officers** in shared activities to build understanding and trust;
- **Providing actionable data** for decision makers regarding perception, policies, or practices related to law enforcement; or
- **Implementing best-practice training** for law enforcement related to racial equity, procedural justice, and/or community engagement.

Ineligible Funding Requests

- Diversity, Equity and Inclusion training for an individual nonprofit
- Organizations that have no prior demonstrated commitment to racial equity work
- Organizations that serve majority people of color, but whose programs or services do not align with the priorities of building understanding, supporting community leadership, or improving neighborhood-police trust
- Expenses incurred prior to May 2021
- Facility expenses or capital campaigns
- Political campaigns
- Lobbying
- Religious programs focused on evangelism.

Award Categories

Applicants may request funds in one of three categories:

- Up to \$5,000
- \$5,001 - \$15,000
- \$15,001 - \$30,000.

The Grant Committee will consider awarding a limited number of grants in the range of \$30,001 - \$50,000 for projects of scale that provide ongoing (at least one-year long) community-wide benefit. Organizations applying for a grant in this category should be able to demonstrate a significant record of accomplishment and impact in the community.

Nonprofit Cohort

After grants have been awarded, grantees will be invited to join a participant-driven learning and networking cohort. North Texas Community Foundation will survey grantees to determine the topics to be addressed and frequency of meetings. Cohort meetings could include:

- Professional development workshops on topics such as grant writing, leadership, or communications;
- Sharing best-practices and updates on grant projects; and
- Networking opportunities with FARE grantees, FARE Advisory Council members, Community Foundation fundholders, and community leaders.

Timeline

January 18	Application opens
February 8	Nonprofit orientation via Zoom (3:30-4:30PM)
March 5	Deadline to apply (5:00PM)
April 9	Awardees notified
May	Grants distributed

Advisory Council

An Advisory Council comprised of approximately twenty diverse community members is providing feedback to inform the Fund's work, keep the Fund accountable to its goals, champion the effort and help connect grantees to decision makers. A list of all Advisory Council members can be found on the FARE webpage.

A diverse subset of the Advisory Council will serve as the Grant Committee, reviewing proposals and making funding recommendations. Grant Committee members do not serve on the boards of, nor are they employed by, agencies seeking funding from FARE.

Scoring Criteria

The following criteria will be used in the proposal review process:

- Compelling case made that funds will advance one of the FARE priority areas;
- Clear plan presented for how intended beneficiaries of the grant will be engaged;
- Defined measures of project success indicated;
- Funds can realistically be expended within one year;
- Budget clearly defines how funds will be used and aligns with proposal;
- Percentage of people of color in executive leadership or on board of directors; and
- Racial demographic of neighborhood organization is located in.

How to Apply

Organizations may submit a proposal (one per agency) through the Community Foundation's grants portal [HERE](#).

Please register for the nonprofit orientation to be held on Monday, February 8th at 3:30PM. A recording of the orientation will be available on the FARE webpage for those unable to attend. If you are interested in attending you may register [HERE](#).

If you plan on purchasing technology or contract services with your grant, you will be required to upload two bids from different vendors in your proposal.

Please note organizations may submit a short video (no more than two minutes in length) with their proposal. Videos recorded via phone camera are acceptable. More details are in the application.

If you are using a fiscal sponsor, you will be required to upload the IRS 501(c)(3) determination letter of the fiscal sponsor.

Questions about eligibility: Donna James-Harvey, Fund to Advance Racial Equity Liaison, djharvey@northtexascf.org or 817.877.0702

Questions about the grants portal: Susan Van Meter, Community Impact Associate, svanmeter@northtexascf.org or 817.877.0702