

"For there is always light, if only we're brave enough to see it. If only we're brave enough to be it."

*-Amanda Gorman*

## Background

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We believe North Texas can be a place where all residents have the opportunity to fulfill their highest potential. Unfortunately, education, safety, health and economic data reveal significantly disparate outcomes for people of color in our community. Through the generosity of our donors, we launched the Fund to Advance Racial Equity (FARE) that has provided over \$1.3M to nonprofits working to build understanding and strengthen our community across racial lines since 2020. 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 for all North Texans.

FARE is guided by an Advisory Council of approximately twenty diverse community members (click [here](#) to read more). A subset of the Council serves as the Grant Committee, reviewing proposals and making funding decisions. FARE is proud to have supported a diverse range of organizations both in leadership and geography over the past several years. 2023 grants will continue to build the capacity of organizations doing critical work in alignment with FARE's priority areas.

## Eligibility

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- Nonprofits or municipal departments that received a FARE grant in 2021 or 2022 or who are recommended to apply by the FARE Grants Committee;
- Demonstrated commitment and active engagement in one or more of the Priority Areas described below; and
- Ability to expend FARE grant dollars by summer 2024.

## Priority Areas

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*Funds may be requested for projects, programs, staffing, or operations related to one or more of the following:*

### **Building Understanding** *between racially diverse groups to raise awareness of challenges and solutions.*

- 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** *that advances diverse perspectives.*

- Activate networks that provide opportunities for community leaders to engage decision makers;
- Efforts that increase diverse representation in community leadership, such as programs to support diversifying nonprofit boards or civic participation; or
- Providing community-wide professional development that advances best practices and supports change efforts.

### **Improving Neighborhood-Police Trust** *between residents and law enforcement to heal historic divides, bridge gaps, and develop new relationships.*

- 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
- Other activities that support equitable policing.

## Ineligible Funding Requests

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- Diversity, Equity and Inclusion training for an individual nonprofit or municipal department
- Lobbying
- Political campaigns
- Religious programs focused on evangelism

## Award Amounts

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Applicants may request funds in one of the following categories:

- \$10,00 – \$30,000
- \$30,001 - \$50,000 (Large-scale projects only)

## Large-Scale Projects

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The Grant Committee will consider awarding several grants in the range of \$30,001 - \$50,000. Requests should align with one or more of the priority areas listed above. Receipt of a grant in this category in 2022 does not guarantee that funding will be awarded in 2023. Applicants must meet the organizational and project criteria below in order to apply for this amount.

### *Organization Eligibility*

- **Minimum annual operating budget of \$150,000**
- Organization has a track record of significant impact in the community in one of the priority areas
- Must have a phone call with Community Impact Programs Coordinator, Lindy Calzada, prior to applying to discuss proposal

### *Project Categories*

- Capital campaigns
- Staffing
- Special initiatives or projects/programs with broad community reach

### *Ineligible*

- Short-term projects or programs (e.g. a week-long youth camp)

## Nonprofit Cohort

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After grants have been awarded, grantee executive directors/senior leadership will be invited to join a participant-driven learning and networking cohort. Cohort meetings could include:

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

## Timeline - *Note that orientation participation is required. Please choose one to attend.*

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<b>March 22</b>	Virtual nonprofit orientation (10:00-11:00AM). Click <a href="#">here</a> to register.
<b>March 24</b>	Virtual nonprofit orientation (2:00PM-3:00PM). Click <a href="#">here</a> to register.
<b>May 19</b>	Proposal deadline <b>(5:00PM)</b>
<b>June 23</b>	Award notifications
<b>August</b>	Grants distributed

## Criteria for Selection

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- Proposal strongly advances one of FARE's priority areas (40%)
- Organization clearly defines how success will be measured (15%)
- Clear plan presented for how intended beneficiaries of the grant will be engaged (15%)
- Realistic timeline included and funding can be utilized by summer 2024 (10%)
- Potential challenges (and solutions to those challenges) identified (10%)
- Budget clearly defines how funds will be used and aligns with proposal (10%)

## How to Apply

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

Applicants must have a representative from their organization attend one of the orientations on either March 22 or March 24 (links to register in timeline above).

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.

To see a list of grants awarded by FARE in 2022, click [here](#).

## Questions?

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**For questions concerning eligibility:**  
Lindy Calzada  
Community Impact Programs Coordinator  
[lcalzada@northtexascf.org](mailto:lcalzada@northtexascf.org)  
817.877.0702

**For questions concerning the grants portal:**  
Susan Van Meter  
Community Impact Grants Coordinator  
[svanmeter@northtexascf.org](mailto:svanmeter@northtexascf.org)  
817.877.0702