

## Background:

BHT was founded on the principle that when we step back and let local community lead is when we find the best solutions to some of our most complex problems. A fundamental part of our equity journey as an organization was coming to terms with the understanding that we live in a white-dominant culture which has been built upon patterns of behavior that positioned white people to dominate positions of power while perpetuating avoidable and unjust health outcomes for people of color for over 400 years. We acknowledge the insidious presence of systemic racism and white-supremacy culture at play in the policies and culture that governs our work, and that we must be intentional in our commitment to support the voices of Black, Indigenous, and people of color or else we risk repeating the same patterns we currently see in philanthropic and non-profit giving:

- 1) It is not a common practice in philanthropy to offer grants exclusively available for impacted organizations to draw from. ([Source](#))
- 2) Due to systemic inequities philanthropic funding is overwhelmingly directed to white dominant organizations. People of color only make up 10% of non-profit leaders. ([Source](#))
- 3) Mission driven organizations lead by members of the community they aim to reach are much more likely to succeed and just by existing provide valuable representation and connection for community. They will do a better job addressing equity. ([Source](#))
- 4) Nonprofit leaders of color and from other impacted communities will face challenges their white and dominant culture counterparts don't have to deal with, and this creates a greater level of burden on impacted leaders ([Source](#)).
- 5) Without intentional support, non-profit leaders of color burn-out ([Source](#))

## Opportunity:

Having formally adopted a policy to address [racism as a public health crisis](#) and our commitment to equity and anti-racist work, we will utilize the Community Resiliency fund to model a funding opportunity that prioritizes awarding dollars to organizations led by and serving Black, Indigenous, and people of color to address racism as a public health crisis.

With community input, we will design and Request for Proposal process to disrupt a pattern of granting opportunities based in characteristics of white supremacy - such as, perfectionism, paternalism, worship of the written word, valuing quantity over quality and power hoarding - which reinforce barriers that disadvantage organizations led by people of color from being awarded dollars in comparison to white-led organizations.

## Goals:

Address racism as a public health crisis by distributing \$1 Million to community led organizations addressing the impacts of racism through the following principles:

- Strengthen organizations led by and serving communities impacted by systems of oppression, specifically prioritizing opportunities to fund organizations led by Black, Indigenous, and people of color.
- Model a funding opportunity that disrupts patterns of white supremacy in philanthropy by utilizing broad based community input in fund design and a low-barrier application and reporting process.

\*BHT uses the term *impacted communities* to refer to groups that are subject to non-race based forms of oppression, such as LGBTQA2S+, disability, justice involved, low income, undocumented, refugee, immigrant, and groups who have historically been impacted negatively by systems of oppression. Recognizing how our intersecting identities connect, it is important to call out that while oppression of these groups may be experienced by white people this is experience is not racialized for them. A white person experiencing discrimination because of their disability does not have to consider how their race might have influenced their treatment (although if they are doing their anti-racist work, they should). In contrast, a black person with a disability in this example does not get the privilege of separating their experience of racism and the experience of ableism.

## Draft Approach (Currently seeking community input)

### Who's Eligible?

Any group or organization based within our six-county region may fill out a Letter of Interest form. You do not have to have a history of participating in BHT's work to apply. **Organizations for which people of color make up a majority of the leadership team will receive priority ranking in this first round of funding. At least 50% of an organization's leadership and/or board make up must include impacted populations\* to be invited to apply in person (via zoom) in this first round of funding.** You do not have to have official non-profit or business status to apply, however you must have a partnership with an organization who can act as the fiscal sponsor and receive the dollars on behalf of your work.

### What should proposals address?

Proposals should show us how being awarded the funding would help you address the impacts of racism within the population you work with.

### What is the proposed process for applying?

- Organizations submit a Letter of Interest form indicating their intent to apply for funding
  - Form will ask for demographics about the leadership and population served by the organization or project, contact information, and a very brief description (3,500 characters total, but no penalty for more) of the organization or group and how they would use the funding.
  - This is intended to be a low barrier application. There will be no requirements on word limit or formatting. The intent is more to identify that the organization can show they have a history of leading and working within communities impacted by oppression.
- Eligible applicants will be invited to present their idea in-person (virtually) to an evaluation committee comprised of BHT staff and board members, and community partners.
  - Presentations should address the what the group dreams they could accomplish with the funding, and how they plan to pull it off.
  - Relying on a panel allows decision-makers the chance to have a conversation and really get to know applicants, rather than make assumptions based off how the application was written.
- Evaluation Panel scores presentations on pre-determined criteria (also to be open for public comment once drafted) and select finalists.
  - BHT staff work one-on-one with applicants to support development of reasonable and gatherable process measures for proposed work.
  - BHT will not require traditional grant reports, but instead offer a "reporting bonus" to groups that can take the time to have a 6 month, and 1 year follow-up interview with BHT on what the funding accomplished and lessons learned.
  - This still gives us a chance to capture stories of what the funding accomplished, while not burdening partners to require reports on top of doing the work.

\*BHT uses the term *impacted communities* to refer to groups that are subject to non-race based forms of oppression, such as LGBTQA2S+, disability, justice involved, low income, undocumented, refugee, immigrant, and groups who have historically been impacted negatively by systems of oppression. Recognizing how our intersecting identities connect, it is important to call out that while oppression of these groups may be experienced by white people this is experience is not racialized for them. A white person experiencing discrimination because of their disability does not have to consider how their race might have influenced their treatment (although if they are doing their anti-racist work, they should). In contrast, a black person with a disability in this example does not get the privilege of separating their experience of racism and the experience of ableism.

## Questions for Community Input:

BHT is seeking broad community input on this concept so we can ensure it is as accessible, trusted, and transparent process. These are some of the areas we would love your input on:

### Overall

- Having read the background and draft proposal process, what else should BHT be considering to inform our thinking?

### Proposal Process

- What suggestions do you have for ensuring this is a low-barrier process?
- What suggestions do you have to help us ensure transparency in our process and decision making?

### Evaluation Committee

- The evaluation committee must include some BHT staff and board member, but otherwise will be made up of partners and community members. How do you recommend we select those community members? Is there a process or a person you would recommend for this?

### Marketing

- BHT intends to share this opportunity through traditional web posts and newsletters, as well as seeking ads in more community oriented spaces, such as The Black Lens, Rawhide Press, homeless coalition list serve, etc... Where else do you recommend we share this opportunity to reach those who might otherwise miss it?

### What else don't we know?

\*BHT uses the term *impacted communities* to refer to groups that are subject to non-race based forms of oppression, such as LGBTQA2S+, disability, justice involved, low income, undocumented, refugee, immigrant, and groups who have historically been impacted negatively by systems of oppression. Recognizing how our intersecting identities connect, it is important to call out that while oppression of these groups may be experienced by white people this is experience is not racialized for them. A white person experiencing discrimination because of their disability does not have to consider how their race might have influenced their treatment (although if they are doing their anti-racist work, they should). In contrast, a black person with a disability in this example does not get the privilege of separating their experience of racism and the experience of ableism.