

\$25 million Grants to Start to Address Racism as a Public Health Crisis

GRANT PROGRAM OVERVIEW

Background

King County Executive Constantine and then-director of Public Health-Seattle & King County Patty Hayes declared racism a public health crisis in June of 2020 in acknowledgment of centuries of systemic racism and colonialism, and in response to the centuries-long crisis in our society. The [declaration's](#) intent is to clearly acknowledge and initiate a set of investments to “disrupt and dismantle racism and protect the health and well-being of Black, Indigenous People and People of Color.”

Building on the initial work, King County Council allocated \$25M in one-time funds in 2021 for a community-centered design process to equitably distribute and prioritize funds to reach Black and Indigenous communities for economic recovery as another down payment toward economic and racial justice. An iterative community co-creation process started in August 2021 and led to the launch of [The Gathering Collaborative](#) in Spring 2022, a community-led effort with three main goals:

- Equitably spend \$25 million of King County general funds that starts to undo the harms of racism compounded by the pandemic,
- Inform the County's 2023-24 budget and subsequent budget cycles, and
- Establish a longer-term vision for King County to become an anti-racist government

Focus Populations

The Gathering Collaborative and King County have jointly prioritized these investments to start to undo the harms on the following populations who, based on extensive research and data nationally and in King County, most negatively experience the generational, current, and longstanding impacts of racism, making it a public health crisis:

- **Black Americans who are the descendants of enslaved Africans and continue to experience the ongoing and deep impacts of systemic racism in all of its facets.**
- **Indigenous Peoples directly impacted by settler colonialism within the US borders which have created the systems of institutional and structural racism perpetuated by the United States government and ongoing settler colonialism of the United States. It includes American Indians/Alaska Natives/Native Americans, Native Hawaiians, American Samoa, and Pacific Islander communities.**

For all references to “Black and/or Indigenous” throughout the grant application and related materials, please use the description above as determined by The Gathering Collaborative.

Grantmaking Investment Priorities

In a variety of ways, data show that systemic racism, woven with colonialism and other forms of injustice, are leading contributors to quality-of-life outcomes, with the greatest harms to Black and Indigenous people.

Together, The Gathering Collaborative and King County strive to invest in a wide range of services, programs, operations, community advocacy efforts, and physical infrastructure designed and delivered through community-based service providers and businesses that move the needle on the established priorities below (with #1 being the highest priority in each investment area).

The purpose of these priorities is to dismantle racism, tackle the root causes of harm that make it a public health crisis, and start to repair those harms across the King County region toward healing, well-being, and restoration.

Health & Wellness Investments

1. Increase investments in and improve wraparound services to provide family and community-based approach to mental and physical health focused on the whole community, and the whole person
2. Invest in and increase culturally rooted, community-rooted mental health providers, services, and/or entities
3. Invest in and improve Black and Indigenous healthcare and wellness overall
4. Increase resources / funds for Healthy Aging support by increasing and creating multigenerational spaces, activities, use of arts toward social justice, health literacy services, and education around medical language (an umbrella of services)
5. Increase investments in efforts that center and advance Black and Indigenous joy, play, wellness, mental health, and resilience
6. Increase and improve access to culturally appropriate, reflective, and rooted services for reproductive, women's rights
7. Improve support for family caregivers that strengthen networks of care
8. Improve and increase youth safety
9. Invest in environmental justice and recognize that it is interconnected to climate change based on where Black and Indigenous communities live, work, play, and pray
10. Invest in resources that improve health of Black and Indigenous birthing people and after birth for the birther and baby
11. Acknowledge and repair harm done to Black and Indigenous women
12. Acknowledge and address various types of system violence that disproportionately affect Black and Indigenous women, LGBTQ2S people as victims of sexual assault

Economic Stability & Strengthening Investments

1. Increase support and utilization of banks, businesses, educational entities, philanthropy whose work are led by and that serve Black and Indigenous communities



2. Increase investments in entrepreneurship opportunities for Black and Indigenous women
3. Help youth get better education and allow them to build leadership and cognitive skills
4. Support new and developing entrepreneurship in Black and Indigenous communities
5. Provide a social safety net to be able to support people in meeting their material needs

Housing Investments

1. Ensure housing resources are equitably distributed particularly to Black and Indigenous homeless community members
2. Create conditions and places to prioritize housing stability of Black and Indigenous families and individuals and prevent them from going into homelessness in the first place
3. Relieve financial burden of elders in Black and Indigenous communities who are experiencing gentrification pressures and help keep our elders in the homes that they are in
4. Acknowledge and repair harm done to Black and Indigenous women

Education Investments

1. Increase Black and Indigenous representation and leadership in decision-making roles across various healthcare professions and systems through workforce development
2. Help youth get better education and allow them to build leadership and cognitive skills
3. Increase access to Black and Indigenous-rooted education opportunities for STEM for Black and Indigenous families and their children
4. Acknowledge and address various impacts of racism in schools on Black and Indigenous young people
5. Invest in and/or increase access to mentors, field trips, afterschool snacks and activities, etc.
6. Support new and developing entrepreneurship in Black and Indigenous communities
7. Improve, increase access to and investment in arts and culture for our Black and Indigenous youth

Power and Capacity-Building Investments

1. Increase Black and Indigenous representation and leadership in decision-making roles across various healthcare professions and systems through workforce development
2. Reduce the burden on community of receiving funding, including reporting requirements
3. Help youth get better education and allow them to build leadership and cognitive skills
4. Increase tracking and transparency of how funding is being directed (revisit if done toward our health and wellness)
5. Invest in and increase community defined, built, and owned culturally rooted data gathering and research
6. Grow regional advocacy and power to continue this work
7. Improve, increase access to and investment in arts and culture for our Black and Indigenous youth



Commitment to Providing Technical Assistance Resources

It is important to us to make this grant process as welcoming and easy as possible for all applicants, with a goal to support those organizations and businesses with the greatest needs for technical assistance and capacity building, who focus on serving local Black and/or Indigenous communities. ***Organizations and businesses of the following type and size are highly encouraged to use technical assistance resources through our contracted providers listed below:***

Organization TYPE	Organization SIZE
<ul style="list-style-type: none"> Community-rooted, grassroots groups and organizations, with a fiscal sponsor currently registered as a business or non-profit with Washington State. OR Non-profits currently registered with Washington State 	<ul style="list-style-type: none"> Equal to or less than \$100,000 in annual total revenue OR 3 or fewer full-time equivalent (FTE) employees
<ul style="list-style-type: none"> Businesses currently registered with Washington State, including all proper, applicable licenses and permits. This includes corporations, LLCs, general and limited partnerships, and sole proprietorships. In business since at or before January 1, 2022 	<ul style="list-style-type: none"> Equal to or less than \$1,000,000 in gross annual total revenue OR 5 or fewer full-time equivalent (FTE) employees

Technical Assistance Providers

Our Technical Assistance and Capacity Building partners are available to help with the following activities from January 31 to April 11, 2023:

- Grant-writing and grant budget development
- Accounting
- Grant Management
- Designing data collection methods
- Strategic planning

Want to request Technical Assistance and Capacity Building services? Click below to email:

In your email, please include your name, your business' or organization's name, the best contact information to reach you, and the type of help you need from the technical assistance provider. We will strive to connect you to a provider in 1-2 business days.

- [Request small business technical assistance](#)
- [Request non-profit and grassroots organization technical assistance](#)

Who are our Technical Assistance and Capacity Building partners?

- Latitude Grant Writing LLC
- Scandiuzzi Krebs
- StrataG.Works
- **SnoValley Chamber of Commerce**
- Kent Chamber of Commerce
- **Indian American Community Services**
- **Growing Contigo**

Amended for clerical changes on 3/16/2023



Upcoming Updates on Information Sessions

All information sessions have ended. Below are recordings of the following sessions:

- [February 8, 2023 session](#)
- [February 11, 2023 session](#)
- [March 6, 2023 small business webinar](#)

More details ~~will be made~~ **are** available [on the website](#) in the coming weeks.

We prefer applications to be submitted online through ZoomGrants. If you have difficulties with the online portal, please contact us OESJGrants@kingcounty.gov so that King County staff maybe able to help you with technical difficulties.

General Eligibility Language & Criteria

Organizations who are doing the work in community as described and meet the minimum criteria below are eligible to apply for funding. All organizations that meet the minimum eligibility criteria are encouraged to apply.

To be eligible, your community-led organization must be:

- Located and operating in King County OR
- Primarily and directly serving King County residents

AND your organization must be:

- Dismantling systemic racism and working to undo its harms to address the public health crisis;
- Able to show their deep roots in local Black and/or Indigenous communities (see focus populations) through their effective connections, partnerships, and accountability within the communities;
- Reflective of the Black and/or Indigenous communities they serve as indicated by how they center their work in traditions, cultural practices, and approaches to providing services; and
- Able to advance the priorities and well-being of these communities who are most harmed by racism (see ***Focus Populations***).

AND your organization must be of one of the following types (depending on the grant category):

- Non-profits currently registered with Washington State
- Businesses currently registered with Washington State, including all proper, applicable licenses and permits. This includes corporations, LLCs, general and limited partnerships, and sole proprietorships.
- Community-rooted, grassroots groups and organizations, with a fiscal sponsor currently registered as a business or non-profit with Washington State. Fiscal sponsors will be required to sign the grant agreement with the County. *Fiscal sponsors may also apply on behalf of grassroots groups.*

Grant funds generally will be paid to grantees on a reimbursement basis.

All grantees will be required to commit to providing specific benefits to the King County community in exchange for the awarded funding.

Grants will be awarded to address the negative impacts of racism, and without regard to the applicant's protected classifications. Grant recipients will be required to comply with civil rights and anti-discrimination laws.

Grant Categories, Award Amounts and Review Process

Four grant categories are available to applicants based on the organization type and size, and each category has both general and specific eligibility criteria (see grant application for specific eligibility criteria) and award thresholds, as described below:

Grant Category	General Eligibility Requirements	Total Available Funding	Minimum, Maximum Awards
General Grants for Community Service Providers	<p>Community-led organizations of one of the following types:</p> <ul style="list-style-type: none"> • Non-profits currently registered with Washington State OR • Community-rooted, grassroots groups and organizations, with a fiscal sponsor currently registered as a business or non-profit with Washington State. <p>AND of the following size:</p> <ul style="list-style-type: none"> • <u>More</u> than \$100,000 in total annual revenue OR • <u>4 or more</u> full-time equivalent (FTE) employees 	\$9,563,000	<p>Minimum: \$100,000</p> <p>Maximum: up to 50% of the highest total annual revenue during 2019-2022 OR \$550,000 - whichever amount is lower.</p>
Capacity-Building Grants for Community Service Providers	<p>Community-led organizations of one of the following types:</p> <ul style="list-style-type: none"> • Non-profits currently registered with Washington State OR • Community-rooted, grassroots groups and organizations, with a fiscal sponsor currently registered as a business or non-profit with Washington State. <p>AND of the following size:</p> <ul style="list-style-type: none"> • Equal to or less than \$100,000 in annual total revenue OR • 3 or fewer full-time equivalent (FTE) employees 	\$3,312,500	<p>Minimum: \$25,000</p> <p>Maximum: \$125,000</p>
Small Business Grants	<p>Businesses that meet ALL of the following:</p> <ul style="list-style-type: none"> • Businesses currently registered with Washington State, including all proper, applicable licenses and permits. This includes corporations, LLCs, general and limited partnerships, and sole proprietorships. • Located and operating in King County • Primarily and directly serving King County residents • Equal to or less than \$5,000,000 in gross annual total revenue • 50 or fewer full-time equivalent (FTE) employees • In business since at or before January 1, 2022 	\$6,125,000	<p>No minimum</p> <p>For businesses with revenue less than \$1M: up to \$100K</p> <p>For businesses w/revenue over \$1M: up to 11% of the highest annual revenue during 2019-2022 OR \$550,000 - whichever amount is lower.</p>

Physical Infrastructure Grants	A community-led organization that is: <ul style="list-style-type: none"> • Located and operating in King County AND • Non-profits currently registered with Washington State, OR • Non-profit developers registered with Washington State that are working in partnership with non-profit organizations registered with Washington State 	\$6,000,000	Maximum of \$3 million per project
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Grant Application Review and Selection Process

Review panels will consist of community members, some of them who may be serving on various King County advisory boards and committees that center their work on advancing equity, racial and social justice. It is anticipated that review panels will be co-facilitated by King County staff and community members. Following application review, applicants may be asked to participate in an interview with the review panel prior to final scoring of proposals.

King County staff will review all applications to ensure all required fields and attachments are complete, and eligibility requirements are met. Only responsive applications will be scored. The review panels will score each proposal based on the evaluation approach designed by The Gathering Collaborative and as described in the scoring criteria in the applications. The score will be a key factor used by review panels to develop recommendations on the selection of proposals to the County.

Final decisions on awardees will be made jointly by King County Chief Equity and Inclusion Officer (CEIO) and the Budget Director upon recommendations from the review panels and based upon equity considerations to ensure services are responsive to community and funding priorities. King County government will make such selections in compliance with federal, state, and local laws, and in the best interests of King County and the communities it serves, and it will execute contracts based upon the final selections.



Contract Period & Expected Performance Commitments

Selected applicants will enter a contract with King County. All work under the contract must be completed by **December 31, 2024**, unless otherwise agreed to in writing by King County.

For awarded applicants, program level performance requirements and metrics will be negotiated at the time of contract development and will be directly informed by proposals. Program level requirements and metrics will be directed to the specific benefits provided to the community and the growth/depth of the organization’s or business’ capacity.

All grantees will be required to commit to providing specific benefits to the King County community in exchange for the awarded funding. Additional requirements may be included in the contract to comply with applicable laws.

COVID-19 Safety Guidelines: Community organizations and businesses are expected to adhere to current, appropriate health protocols as outlined by Seattle-King County Public Health, to prevent the spread of COVID-19.

Anticipated Timeline & Contact Information

Below is the anticipated timeline based on current planning and is subject to change based on a variety of factors. King County commits to communicating any significant changes to the anticipated timeline to all applicants in a timely way.

Activity	Anticipated Date Range
Grants open	Tuesday, January 31, 2023
Information sessions <i>*More details will be made available on the website in the coming weeks.</i>	<ul style="list-style-type: none"> Wednesday, February 1, 2023 (Zoom virtual session) 5:30 - 7:00 PM Wednesday, February 8, 2023 (hybrid, location TBD) 6:00 - 7:30 PM Saturday, February 11, 2023 (hybrid, location TBD) Noon - 1:30 PM
Grants close <i>*All grants will close at 11:59p of the date listed.</i>	<p>The following grants will close of Tuesday, March 28th, 2023:</p> <ul style="list-style-type: none"> Capacity-building General Small business <p>Physical Infrastructure grants will close on Tuesday, April 11th, 2023.</p>
Community review panels evaluate proposals and make recommendations to King County leadership	Spring 2023
King County leadership make decisions on grant awards; awards are then communicated to recipients to start contracting process	Early summer 2023
Contracting completed	Summer 2023

Submit applications by creating an account on [ZoomGrants](#) and applying online.

- [General Grants application](#)
- [Capacity-Building Grants application](#)
- [Small Business Grants application](#)
- [Physical Infrastructure Grants application](#)