

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

GENERAL GRANT APPLICATION

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:

Focus Populations

- **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, please use the description above as determined by The Gathering Collaborative.

Eligibility Requirements

Organizations who are doing the work in the 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:

- 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. Fiscal sponsors will be required to

sign the grant agreement with the County. Fiscal sponsors may also apply on behalf of grassroots groups.

AND of the following size:

- More than \$100,000 in annual total revenue OR
- 4 or more full-time equivalent (FTE) employees

Grant Amounts

Anticipated Minimum award: **\$100,000**

Anticipated Maximum award: **up to 50% of the highest total annual revenue during 2019-2022 OR \$550,000 -- whichever amount is lower.**

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.

[This application must be submitted online through ZoomGrants.](#)

Part I: Basic organizational information (not scored)

a) Select the eligibility criteria that best describe your institution or organization.*

***Service to King County residents** [options in ZoomGrants - select only one]

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

***Organizational Type** [options in ZoomGrants - select only one]

- Non-profits currently registered with Washington State
- 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.

***Organizational Size** [options in ZoomGrants - select only one]

- More than \$100,000 in annual total revenue
- 4 or more full-time equivalent (FTE) employees

b) Enter the name of your organization. *

c) Enter the name, position and contact email of the person who is authorized to sign legal documents on behalf of your organization. *

d) Check the areas and zip codes in King County where you do your work. * (King County will include the list in the actual application platform)

Part II: Storytelling Narrative About the Organization's Work (scored)

Instructions: Please provide a narrative for each question below. A full and complete response to a question is one that speaks to most if not all the bullet points in that question.

If you are using a separate word processor or text editor to create your application responses, we prefer that applicants share their full stories in short versions, and limit their application to less than 7 pages, and/or less than 4 minutes, if submitted by audio or video. *(In ZoomGrants, if your files are larger than 8 MB, please select "Link to File" in the "File Upload" window. This will allow you to upload a link to your document that is stored in Dropbox, Google Drive, etc.)*

1. (Required) **Share your story of making a difference in the local community and your community-led work in tackling racism as a public health crisis in Black and/or Indigenous communities.** Use the bullet points below to guide your story. (70 points)

- Share what your organization does, whom you serve (be as specific as you can), the specific programs and services you provide, your history of change by doing the work, and how your organization is already making a difference for local Black and/or Indigenous people and communities.
- Tell us how your organization got started, how you have built connections in this community, and how long you have been serving this community.
- Describe how your organization centers traditions, histories and cultural practices of local Black and/or Indigenous people and communities. What is your approach to incorporating Black and/or Indigenous communities in your organization's structures, staffing, programs, decision making, and services?
- Describe what makes your organization well-positioned to do the work you do.
- How does your organization's work create healing and restoration for the community you serve, and begin to undo the harms of racism?

SCORING CRITERIA: Accountable to Black and Indigenous people and communities - (70 points)

A strong response is likely to get the full points for this question when it meets most and/or all the scoring criteria below.

A moderate response is likely to get at least half of the points for this question when it meets many of the scoring criteria below.

A weak response is likely to get a few or less than half of the points for this question when it meets little to none of the scoring criteria below.

- Applicant clearly shows how their work is effectively led by the lived experiences and perspectives of the Black and/or Indigenous communities that they serve in all critical facets of their organization's work
- Applicant describes the community they serve, including specifically whom they serve in local Black and/or Indigenous communities, how many community members they serve, the services they provide and the approaches they use, and why they serve the community they do
- Applicant shares stories of impact that speak to the type of healing and restoration that is happening in Black and/or Indigenous communities because of their work
- Applicant speaks to tangible results, depth of community relationships, the history of their work within and with communities that show how they are accountable to Black and/or Indigenous people and communities served through their community-led work



2. (Required) **Share your vision for the future, and what your needs are to help you build capacity to have your vision come to life.** Use the bullet points below to guide your story. (25 points)

- Share your vision for how you want to grow and the positive change you want to bring to the priority community you are serving.
- Describe what your organization would need to sustain or build upon the positive impact your work brings to local Black and/or Indigenous people and communities.
- How would you measure the positive impact?
- Tell us about the timeline for that change, and where you are currently.
- Speak to your staffing needs, needs for those staff to have a healthy quality of life, and any additional funding needs outside of staffing to build sustainability for your vision.
- Describe any capacity-building activities and strategies you would take on with this funding and when you would expect to do them (if your organization is seeking to grow, change or add to current functions and services). **How will those activities improve the services you provide in Black and/or Indigenous communities in King County?**

(Examples of what it could look like include but not limited to: increase the number of people you serve by %, improve the quality of services you provide by doing a client needs survey, design new programs or serve a new population of clients, etc.)

SCORING CRITERIA: Allow for sustainable investments that communities can build from confidently (25 points)

A strong response is likely to get the full points for this question when it meets most and/or all the scoring criteria below.

A moderate response is likely to get at least half of the points for this question when it meets many of the scoring criteria below.

A weak response is likely to get a few or less than half of the points for this question when it meets little to none of the scoring criteria below.

- Applicant clearly shows a vision for their work in the near future and how they are currently working toward it
- Applicant provides a solid understanding of the positive impact they want to make in the community
- Applicant clearly states their funding need and how the funding will support their capacity and growth (if seeking to grow, change or add to current functions and services)
- Applicant describes how their organizational capacity-building will improve their services to King County residents with clear and tangible examples of benefits

3. (Required) **Describe the need you are trying to meet in the community you serve and the gap you are trying to fill.** Use the bullet points below to guide your story. *Take a moment to really give yourself and your idea the credit they deserve!* (50 points)

- Describe what issues and challenges your organization is trying to address in the community through the work you do.
- Select one or more of the funding priority areas and community betterments that best describes your work in the community.
 - Health & Wellness (select relevant community betterment and subcategories on ZoomGrants)*
 - Economic Stability & Strengthening (select relevant community betterment and subcategories on ZoomGrants)*

- Housing (select relevant community betterment and subcategories on ZoomGrants)
 - Education (select relevant community betterment and subcategories on ZoomGrants)
 - Power & Capacity Building select relevant community betterment and subcategories on ZoomGrants)
- Speak to your vision for local Black and/or Indigenous people and communities, in light of those challenges.
 - Share the practical ways your organization’s work gets closer to that vision.
 - Elaborate on what success and impact look like currently, and how you measure it in the work you do. Describe what approaches you will use to gather data that tells the story of your impact in the community. How will you use that data and inform community on the data you collect?

SCORING CRITERIA: Accountable to meaningful metrics of impact defined by Black and Indigenous people (50 points)

A strong response is likely to get the full points for this question when it meets most and/or all the scoring criteria below.

A moderate response is likely to get at least half of the points for this question when it meets many of the scoring criteria below.

A weak response is likely to get a few or less than half of the points for this question when it meets little to none of the scoring criteria below.

- a) Applicant shows a clear understanding of the need(s) in their community through stories, observations, historical and/or other information (numbers, trends, etc.) on what has been staying the same and/or changing for the communities they serve
- b) Applicant shows how their work is trying to address the need they see now and how it is connected to their vision
- c) Applicant shows a clear alignment to Gathering Collaborative’s and King County’s funding priorities
- d) Applicant clearly defines how they see and measure success and impact
- e) Applicant has a transparent accountability process to community on gathering, sharing, and using community data that is rooted in community strengths

4. (Required) Share how we can help you to address your current needs. A budget must be submitted for this question. Use the bullet points below to guide your story. Note that grant funds generally will be paid to you on a reimbursement basis. *Use the budget sheet as a resource. (King County has a basic budget sheet that we can provide.)* (30 points)

Enter the amount of funding you are requesting: _____

- Describe how you currently fund your work.
- Tell us how much funding you are requesting and what gaps this funding will help meet for your organization.
- Share how you see this funding being able to strengthen and/or sustain your work and help address the issues you are tackling in the community. **Be specific in sharing the benefits your organization will provide to Black and/or Indigenous communities.**
- **Provide a proposed budget with estimated expenses** and direct and indirect costs and speak to how you will use any grant funding received through this program.

SCORING CRITERIA: Allow for sustainable investments that communities can build from confidently (30 points)

A strong response is likely to get the full points for this question when it meets most and/or all the scoring criteria below.

A moderate response is likely to get at least half of the points for this question when it meets many of the scoring criteria below.

A weak response is likely to get a few or less than half of the points for this question when it meets little to none of the scoring criteria below.

- a) Applicant shows how they are currently funded
 - b) Applicant clearly states their funding need and provides a clear budget for spending their funds
 - c) Applicant shows how this funding request will fill the gap they describe
 - d) Applicant can show how the funding will strengthen and sustain their current work, with clear and tangible examples of benefits to King County Black and/or Indigenous communities
5. *(Required)* **Share how you are centering anti-racism in your work to tackle racism as a public health crisis. Share what you are doing to build collective strength, power and leadership in local Black and/or Indigenous people and communities. Use the bullet points below to guide your story.** (15 points)
- Speak to how and why your organization centers anti-racism in the work you do (be as specific as you can). How is your organization tackling anti-Blackness and Indigenous erasure?
 - Share how tackling racism as a public health crisis shows up in your organization's work.
 - Describe your approach(es) to building collective strength and power within and for the community and provide examples of how the money will further your approach(es).
 - Speak to why your organization matters to the community you serve and how your organization is *helping build capacity within the priority community* where your work is focused.
 - Tell us how the work you are doing is intergenerational, honoring ancestors and lifting up the next generation.
 - Share your story of how you are building community leadership (instead of individual leadership).
 - Elaborate on the successes and challenges you have navigated, and what you have learned from them.

SCORING CRITERIA: Builds collective Black and Indigenous strength, power and community (15 points)

A strong response is likely to get the full points for this question when it meets most and/or all the scoring criteria below.

A moderate response is likely to get at least half of the points for this question when it meets many of the scoring criteria below.

A weak response is likely to get a few or less than half of the points for this question when it meets little to none of the scoring criteria below.

- a) Applicant shows an organizational history of working with and alongside Black and/or Indigenous people and communities to challenge systemic issues in ways that support specific community needs and/or building on community strengths
- b) Applicant provides their own definition of anti-Blackness and Indigenous erasure, and how they are working to undo those harms to further anti-racism.
- c) Applicant shows a clear link to their organization's work and building intergenerational Black and/or Indigenous capacity and leadership in the community, and why it is important for those they serve

- d) Applicant's work with specific groups in the community has a ripple effect that helps make the whole community better off
 - e) Applicant shows an ability to learn and grow to strengthen their work in the community
6. (Required) **Share how your work is helping change systems and policies toward racial justice for Black and/or Indigenous people and communities.** Use the bullet points below to guide your story. (15 points)
- Describe the types of systems you are working to change and transform. What population groups are you working with (youth, seniors, adults)? What have been your wins? What are the barriers you face?
 - Speak about any work you are doing in organizing and movement building.
 - Share how the work you are doing currently is tackling the root causes of racism.
 - How might King County as a government effectively partner, support and/or inform you to be effective in your work?

SCORING CRITERIA: Impact systemic and policy change to make progress for Black and Indigenous communities (15 points)

A strong response is likely to get the full points for this question when it meets most and/or all the scoring criteria below.

A moderate response is likely to get at least half of the points for this question when it meets many of the scoring criteria below.

A weak response is likely to get a few or less than half of the points for this question when it meets little to none of the scoring criteria below.

- a) Applicant shows an understanding of systemic issues and the root causes of those issues in the community
- b) Applicant shows how their work contributes to helping change those harmful systems and the harm done to Black and/or Indigenous people and communities, and the King County community more broadly
- c) Applicant's work reflects how they are organizing and working with community on the community's own identified priorities
- d) Applicant sees opportunities for King County government to support them to be more effective in their work

Part III: Ability to manage funds (scored)

(Required) **Describe your existing infrastructure that demonstrates your ability to manage these funds.** Do you plan to have another organization act as fiscal sponsor? *If yes*, indicate the name of the organization and contact information.

SCORING CRITERIA (5 points):

A strong response is likely to get the full points for this question when it meets most and/or all the scoring criteria below.

A moderate response is likely to get at least half of the points for this question when it meets many of the scoring criteria below.

A weak response is likely to get a few or less than half of the points for this question when it meets little to none of the scoring criteria below.

- a) The organization is fiscally accountable.
- b) The organization has at least the minimum infrastructure (people, functions, and/or systems and processes) to manage these funds