

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

CAPACITY-BUILDING 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:

- 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. OR
- Non-profits currently registered with Washington State.

AND of the following size:

- *Equal to or less than \$100,000 in annual total revenue OR*
- *3 or fewer full-time equivalent (FTE) employees*

Grant Amounts

Anticipated Minimum award: **\$25,000**

Anticipated Maximum award: **\$125,000**

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]

- 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.
- Non-profits currently registered with Washington State

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

- Equal to or less than \$100,000 in annual total revenue
- 3 or fewer 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 5 pages, and/or less than 3 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. (40 points)
 - Share what your team does, whom you serve (be as specific as you can), the specific programs and services you provide, and your team's passion for doing the work.
 - 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?*
 - Speak to how you are already making a difference for local Black and/or Indigenous people and communities.
 - Share how your team (or organization) centers anti-racism in the work you do, and how your work creates healing and restoration for the community you serve and begins to undo the harms of racism.

SCORING CRITERIA: Accountable to Black and Indigenous people and communities - (40 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 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
- b) Applicant describes 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
- c) 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
- d) 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) **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!* (30 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.
- What does success and impact look like for your programs, and how do you measure it in the work you do?

SCORING CRITERIA: Accountable to meaningful metrics of impact defined by Black and Indigenous people (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 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 clear alignment to Gathering Collaborative’s and King County’s funding priorities
- d) Applicant clearly defines how they see and measure success and impact

3. (Required) **Share your goals for the future and what your needs are to help you build capacity. Tell us how we can help you to address your current needs so that you can move toward your goals.** Use the bullet points below to guide your story.

A ***budget must be submitted*** for this question. *Use the budget sheet as a resource.* Note that grant funds generally will be paid to you on a reimbursement basis. (15 points)

Enter the amount of funding you are requesting: _____

- Speak to your ideas and how you dream of your work two to five years from now.

- Share how you want to build capacity for the work you do and what is important for us to know. *How will your efforts to build capacity, improve the services you provide in Black and/or Indigenous communities in King County?*
- Describe how you currently fund your work and your current budget (for example, volunteers, friends and family, charge fees, use your own paycheck, grants from other places, etc.)
- Speak to how you want to use the money to meet your current needs. **Be specific in speaking about how using the money will benefit 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 %, increase communications about your services to the people you serve, improve the quality of services you provide by asking people what they want you to better, more of, etc., design new programs or serve a new population of clients, etc.)*

Provide a proposed budget with estimated expenses that shows how you will use any grant funding you may get through this program. How many of those roles (if you are describing staff) or items do you need, and how much do they cost?

(Some examples may include and not limited to: hiring or paying people, getting professional development, renting space, subsidizing the cost of services you offer to those who may not be able to afford it, cash assistance, getting technology and equipment, money for supplies, buying professional services like marketing, communications, accountant, etc.)

SCORING CRITERIA: Allow for sustainable investments that communities can build from confidently
(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 shares tangible goals for their work in the near future
 - b) Applicant shows how they are currently funded and spend their funds
 - c) Applicant states their funding need and provides a clear budget for spending their funds
 - d) Applicant shows how this funding request will fill the gap they describe
 - e) Applicant can speak to what they see as their capacity-building needs and how the funding will support them with those needs, with clear and tangible examples of benefits to King County Black and/or Indigenous communities
4. *(Required)* **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)
- Describe your experience advocating with and alongside Black and/or Indigenous people and communities. Please list the types of services that you have experience advocating for such as mental health, education, housing, mentorship, employment, etc. What age group do you advocate for (children, youth and young people, adults, elders)?
 - Speak to why your organization matters to the community you serve.
 - Share how the work you are doing honors your ancestors and lifts up the next generation.
 - 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 a personal (if an organization of one person or it is being newly formed) or organizational history of working with and alongside Black and/or Indigenous people and communities to support specific community needs and/or building on community strengths
- b) 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
- c) Applicant's work with specific groups in the community has a ripple effect that helps make the whole community better off
- d) Applicant shows an ability to learn and grow to strengthen their work in the community