

\$25 MILLION GRANTS TO START TO ADDRESS RACISM AS A PUBLIC CRISIS

INVITATION & CONTEXT

Invitation to the community

To our King County community:

The Gathering Collaborative along with **King County** government invites you, our community and business partners across the region, to join us in continuing the critical work to undo the harms of [systemic racism, which was declared a public health crisis by King County in 2020](#). Envisioned jointly by community members and King County in August 2021 and launched in March 2022, [The Gathering Collaborative](#) is a group of trusted community members who are involved to uplift Black and Indigenous people and their communities - those who are most directly harmed by racism. The members largely reflect these communities and have lived experience in these communities that they serve.

The Gathering Collaborative is a space where members experience the power of older and younger generations serving together, grounded in the wisdom of the generations that have come before us and ensuring that the impacts to generations in the future are considered in the ways we think, move, and act.

One of the main goals of The Gathering Collaborative is to equitably distribute \$25 million in investments to community service providers - non-profit organizations, grassroots organizations with fiscal sponsors, and for-profit businesses - to support their growth and entrepreneurship in repairing the deep harms of racism worsened by the COVID-19 pandemic, and bring healing, social and emotional stability, well-being, and restoration for Black and Indigenous people and their communities so that all People of Color and all communities across King County thrive.

This approach is rooted in focused universalism, which is “outcome-oriented...in service of the explicit, universal goal”, founded in the value that communities know best what they need to thrive, and using co-creation processes to develop a wide range of solutions to longstanding inequities and equitably resourcing those solutions.¹

We are embarking on a new way to think about grant applications and making awards. We want to learn about what community service providers are already doing on the ground to reach underserved people in Black and Indigenous communities in this region. We know you have a connection to service in the community. **We see you moving institutions and moving the needle on progress.** You have shown up and done tremendous work; we invite you to showcase your excellence. In this grant process, we are asking you: **How can we support?**

¹ https://haasinstitute.berkeley.edu/sites/default/files/targeted_universalism_primer.pdf



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

Provider Name	Provider Contact Email	Provider Services
<u>Latitude Grant Writing LLC</u>	latitudegrantwriting@gmail.com	Our Technical Assistance and Capacity Building partners are available to help with the following activities from January 31 to April 11, 2023: <ul style="list-style-type: none"> Grant-writing and grant budget development Accounting Grant Management Designing data collection methods Strategic planning
<u>Scandiuzzi Krebs</u>	josef@scandiuzzikrebs.com megan@scandiuzzikrebs.com	
<u>StrataG.Works</u>	barbara.dawson@stratag.works arthur.padilla@stratag.works	
<u>The Capacity Collective</u>	meredith@thecapacitycollective.org	
		You can apply for the full Technical Assistance & Capacity Building Program , if you need additional services.

Upcoming Information Sessions

- [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

More details will be made 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.



Context for Community Co-Creation & The Gathering Collaborative

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 multi-generational 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 Indigenous” throughout the grant application and related materials, please use the description above as determined by The Gathering Collaborative.



Guiding Values of The Gathering Collaborative

Community members who have participated in the co-creation process to imagine, form, and engage as a part of The Gathering Collaborative, alongside King County staff, have committed to using and upholding the following guiding values as designed by The Gathering Collaborative:

a) Exercise Black and Indigenous Power

- We exercise interconnected Black, Indigenous and Brown power and hold King County accountable, with an understanding of processes, barriers and historic practices in order to change them.
- The LONG-TERM goal of The Gathering Collaborative must be to dismantle racism and other related abuses and replace them with equitable systems that protect and promote the health and well-being of Black and Indigenous People, so that all King County communities thrive.

b) Center those most harmed by racism

- We center those most harmed by racism, to lift all communities. This includes a deep understanding, acknowledgement and commitment to end anti-Blackness and the intentional erasure of Indigenous communities.

c) Community knows best

- We uphold a Gathering Collaborative without guarding information and believe those directly harmed by racism and furthest from opportunity in community, know best.

d) Immediate money allocation with long term goals

- \$25 million is both 'budget dust' and seed money. It must be invested immediately to provide short term help for those most harmed by the impacts of racism, which were worsened by COVID.
- The seed money needs to shape long term, antiracist work that impacts and overhauls how the County prioritizes its budget.

e) King County needs to face the truth

- We and our communities are the truth-tellers and owners of the legacy, not the County or any other institution.
- We face the truth that Black and Indigenous communities are most harmed by systemic racism.

f) King County commits to changing dynamics

- King County and other local governments have done harm. Community leaders and partners know that there are risks to partnering with King County government. The County understands and commits to change this dynamic.
- Community members of The Gathering Collaborative will hold King County accountable to act on the recommendations from the group by disrupting business as usual and making pathways to racial equity.
- We must have commitment to system-wide change, transparency, honesty, and accountability between this Gathering Collaborative and King County government.

The Legacy Work

The community members that have come forward to shape and engage as a part of The Gathering Collaborative view their contributions as a part of the larger multigenerational legacy work needed for effective, continued anti-racist and pro-equity transformation of systems like those of King County government. A legacy that is centered on:

- Black and Indigenous communities being well and having basic dignity by being cared for with respect, honor, and our joy and cultural values to greet our people when they access a space for care and healing.
- Building vibrant communities
- Self-determination for Black and Indigenous communities, including stewarding our own health and sovereignty
- Access to Black and Indigenous cultural hubs of power, practice, cultural values, and traditions
- Owning and sustaining community assets, services, land, infrastructure in Black and Indigenous communities
- Government utilization of Black and Indigenous owned entities including banks, businesses, and educational entities
- Data sovereignty

The Gathering Collaborative's 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

Approach to evaluating priorities

The Gathering Collaborative developed the approach below to evaluate their established priorities as a part of the collective goal to achieve positive impact in and be accountable to Black and Indigenous communities of King County - the communities who are centered by this group. Community reviewers participating in the grant application review process will strive to use this approach as central to their review and described in the grant application scoring criteria, to make recommendations to King County decision-makers on award recipients.

<p><u>Accountable</u> to Black and Indigenous people and communities</p> <ul style="list-style-type: none"> • Measured by healing and restoration • Produces tangible results • Begin to undo the harms of racism 	<p>Build collective Black & Indigenous strength, <u>power</u> and community leadership</p>	<p>Allow for <u>sustainable</u> investments that communities can build from confidently</p>	<p>Accountable to meaningful <u>metrics of impact</u> defined by Black and Indigenous people</p>	<p><u>Impact systemic and policy change</u> to make progress for Black and Indigenous communities</p>
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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.

