



COUNTY OF SAN DIEGO
EQUITY & RACIAL JUSTICE



Frequently Asked Questions (FAQs)

What is the mission of the County of San Diego's Office of Equity and Racial Justice?

The County of San Diego is committed to the well-being of all residents in the region. The Office of Equity and Racial Justice (OERJ) was established in 2020 to strengthen county government's commitment to racial equity, with the intent that race no longer be a determining factor in a person's life outcomes. This approach supports groups across ethnicity, gender, age, ability, and other identities to live and participate in our society to their full potential.

Our mission statement:

- The County of San Diego's Office of Equity and Racial Justice partners with the community to co-create transformative, enduring, structural, and systemic change in San Diego County government.
- We bridge San Diego County departments and community voices to design bold policies and practices to advance equity.
- We champion belonging for all and advocate for people suffering from structural and systemic racism and exclusion.

What is the Equity Impact Grant Program?

The purpose of this new program is to advance the mission of the County of San Diego's Office of Equity and Racial Justice by supporting 10 nonprofit organizations with funding in the amount of \$100,000 each. In addition to funding, this program is intended to provide capacity building coaching and build a partnership between OERJ, the Nonprofit Institute, and the cohort of 10 organizations that are awarded grants.

What types of organizations does the Equity Impact Grant Program support?

The Equity Impact Grant program will focus on supporting community-driven efforts and community-based organizations working toward social justice and/or advancing equitable outcomes in the following areas:

- education (early childhood through higher/continuing education)
- civic engagement and movement building
- arts, media, and culture
- housing and community development, and mobility
- public safety and restorative justice
- health and healing
- financial literacy and economic development
- food systems and environmental justice

Do I need to be a nonprofit organization based in and serving San Diego County to apply?

Unless you are a tax-exempt tribal organization in San Diego County, applicants must be either a 501(c)(3) nonprofit organization or have a 501(c)(3) fiscal sponsor in San Diego County.

Who can apply for a grant from this program?

We are accepting applications from new applicants, as well as current/previous grantees funded through other County grant programs that are in San Diego County, California. This program is intended to support small, local nonprofits with 501(c)(3) status and expenses of \$500,000 or less.

What does it mean to have 501(c)(3) status?

An organization with 501(c)(3) status is considered tax exempt by the Internal Revenue Service.

What is an EIN?

The EIN, or Employer Identification Number is also known as a Federal Tax Identification Number. It is used to identify a business entity, including nonprofit organizations.

Can individuals apply for grants, or is it limited to organizations?

This grant program only funds nonprofit organizations. Applications from individuals or other types of entities are not eligible to apply.

What is the application process and timeline?

All organizations interested in applying for funding can access applications through SurveyMonkey. The County is currently accepting applications until *August 23 at 5pm PST*.

How much funding can I apply for?

All awards will be for \$100,000.

What is the eligibility criteria?

- Your organization has 501c(3) status, is fiscally sponsored by a 501c(3) organization, or is a tax-exempt tribal organization.
- Your organization is based in and serves communities in the Greater San Diego County (including all tribal and rural communities)
- Your operating expenses are under \$500,000 and/or personnel of under five full-time employees.
- Your organization's mission and/or program(s) align with funding priorities (see above)
- Your organization is helping to build power and/or advance life outcomes among communities prioritized in this grant program.
- Your organization's staff and board have lived experience with, and/or are representative of, communities they seek to impact such as, low income, housing insecure, food insecure, economically depressed, overpoliced, criminal justice system impacted, and environmental justice communities.

Is there a specific format or template for grant proposals?

Yes, the online application contains a series of questions for you to answer in order to request funding. The online application consists of three main sections:

Part I will screen for eligibility

Part II will capture some of organizational details like name, address, EIN of the organization or fiscal sponsor, annual budget, and personnel.

Part II asks you to share some of your organization's story and impact (consisting of, but not limited to, the lived experience of your organization's leadership, history/future of your community impact, how the EIG program resources could support your impact, etc.)

How are grant decisions made?

All proposals will be reviewed and approved by an Evaluation Committee composed of OERJ and other County staff, as well as representatives from The Nonprofit Institute. Evaluators adhere to a strict conflict of interest policy and other internal controls to ensure that grant funding is distributed in an objective manner based on the merits of each proposal.

Each application will be evaluated on the following criteria:

A. Power Building and Advancing Life Outcomes:

1. Is there a clear focus, alignment, effort, and actionable vision to build power and/or advance life outcomes of San Diego's historically and perpetually disenfranchised populations: BIPOC, LGBTQIA+, immigrant, people with disabilities, women, and youth?
2. Does the application provide examples and approaches to past, current, and/or future work/impact?
3. Does the application explicitly name how the organization builds power within said communities? (empowers community to advocate for their rights, address systemic inequalities, create a positive social change?)

B. Lived Experience Represented:

1. Does the organizations leadership, staff, and board have lived experience with and are representative of the communities they seek to serve and impact?

2. Is there a clear and distinct articulation of how the organization reflects/understand the communities in which they work?

C. Use of Provided Resources:

1. Is there a clear understanding of how available program resources will be used?
2. Is the desired use of resources in alignment with both the organizations mission/vision/desired impact AND the mission/intention of the Equity Impact Grant Program?
3. Is there are clear understanding of how program resources can be sustained overtime?

Who has access to the applications submitted?

OERJ staff and members of the Evaluation Committee will have access to applications submitted. As this is a County grant program, the material submitted to apply is public record and some can be obtained with a public records act request. For more information, please review the [County California Public Records Act page](#).

When are grant awardees notified?

Final grant decisions will be shared in November! If you are a non-recipient during this grant cycle we are committed to providing feedback on your application (by request).

Is there a specific evaluation or “reporting” process for funded projects?

County OERJ staff will schedule periodic check-ins with grantees to foster a relationship of shared learning and tracking of grant impact– how and what this looks like will be co-created between OERJ and grant recipients. Further information will be discussed throughout the grant cycle/cohort year.

If I need assistance or have any questions while completing the application?

Please fill out this [form](#) and we will get back to you.