Equity Impact Grant
Guidelines & Application

I.   Background

The County of San Diego is committed to the well-being of all San Diegans. The Office of Equity and Racial Justice (OERJ) was established in 2020 to strengthen the County of San Diego'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.

The OERJ has held an ongoing series of listening sessions in the community to gather input from residents on how the county can help to undo structural racism and its effects on the region's Black, Indigenous and People of Color (BIPOC) and other historically marginalized and currently disadvantaged and disenfranchised communities. A common point of feedback has been the difficulty in pursuing government contracts and philanthropic funding for organizations with limited fundraising capacity, especially for grassroots and small organizations led by individuals from BIPOC communities. To begin addressing this challenge, the County is piloting a new program over two cycles to support these organizations by providing both operating grants and training, coaching and other tailored support.

Each cycle the Equity Impact Grant (EIG) program will support 10 qualified San Diego-based social impact organizations/initiatives by providing each with $100,000 general operating support grants. Funds can be used to support staffing and other operating costs. In addition to general operating support grants, the County has contracted with The Nonprofit Institute at the University of San Diego to provide support resources, including coaching and workshops on leadership, nonprofit governance, social change and innovation, fundraising, power-building, collective impact, and organizational resiliency. Furthermore, County OERJ staff will schedule

COUNTY OF SAN DIEGO
EQUITY & RACIAL JUSTICE

University *of* San Diego
SCHOOL OF LEADERSHIP
AND EDUCATION SCIENCES
The Nonprofit Institute

periodic check ins with grantees to foster a relationship of shared learning and tracking of grant impact.

The Equity Impact Grant program will focus on supporting community-driven efforts and community-based organizations working in the social justice fields in the following areas:

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

It is anticipated that the EIG program will have a positive impact on the community-based efforts to promote equity of opportunity, fortify resident-led projects that center voices of those with lived experience[1] under structural racism, and improve long-term outcomes of BIPOC and LGBTQIA+ communities, immigrants, people with disabilities, women, and youth. Likewise, the Office of Equity and Racial Justice hopes to use the EIG program to build relationships with a growing community of grantees based on trust and mutual accountability.

II. **Eligibility & Alignment:**
   A. You're invited and encouraged to apply if:

---

[1] Critical Social Justice theory uses "lived experience" to refer to one's life experiences under structural and systemic oppression and dominance, furthermore, honoring anecdotal accounts of said experiences in order to critically deconstruct systemic injustice.

Source: Collins, Patricia Hill. Black Feminist Thought: Knowledge, Consciousness, and the Politics of Empowerment, Second Edition. Routledge, 2000, p. 276.

COUNTY OF SAN DIEGO
EQUITY & RACIAL JUSTICE

University of San Diego®
SCHOOL OF LEADERSHIP
AND EDUCATION SCIENCES
The Nonprofit Institute

1. Your organization has 501c(3) status, is fiscally sponsored by a 501c(3) organization, or is a tax-exempt tribal organization.
2. Your 501c(3) organization is based and serves communities in the Greater San Diego County (including all tribal and rural communities).
3. Your operating expenses are under $500,000 and/or personnel of under five full-time employees.
4. Your organization's mission and/or program(s) align with funding priorities (see above).
5. Your organization is helping to build power and/or advance life outcomes among BIPOC and LGBTQIA+ communities, immigrants, people with disabilities, women, and youth
6. Your organization's staff and board have *lived experience* with and 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.

III. WHAT TO EXPECT FOR THE APPLICATION:

The following application consists of three main sections:

1. Part I will screen to ensure eligibility (See Application Questions Screening Questions)
2. Part II will capture some of organizational details like name, address, EIN of the organization or fiscal sponsor, annual expenses, and personnel
3. Part II, the narrative section, is an opportunity 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.)

IV. **CRITERIA FOR DECISION-MAKING:**
   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?

Applications will close 5pm, August 23, 2024,
Awardees will be announced in November 2024.

Statement of Support

OERJ is committed to supporting interested community members in and beyond the application process. To ensure the community has sufficient support from, and access to, our offices, virtual info-sessions will be hosted during the months of July and August — further information available on the OERJ website. If you have any additional questions do not hesitate to reach out to the OERJ through this form.

Application Questions

I. **Screening Questions** (Refer to Guidelines II. Eligibility & Alignment)

1. Does your organization have 501c(3) status, is fiscally sponsored by a 501c(3) organization, or is a tax-exempt tribal organization?
2. Is your organization based in and serve the Greater San Diego County Region? (including all tribal and rural communities)
3. Are your operating expenses under $500,000 and/or personnel under 5 full-time employees?

II. **Organizational Details**

4. Name of Organization
5. Name of Fiscal Sponsor (if applicable)
6. Street Address of Organization
7. EIN Number (your organization or fiscal sponsor)
8. Organizational Contact

- Name
- Title
- Email Address
- Phone Number

9. Operating Expenses and Revenues
    - Total Expenses for the Current Fiscal or Calendar Year
    - Total Revenues for the Current Fiscal or Calendar Year

10. Personnel
    - Total Full Time Personnel
    - Total Part Time Personnel
    - Total Volunteers

11. Please indicate the primary region(s) your organization serves? (If more than one, please specify under "Multiple"):
    - North County (Coastal & Inland)
    - North Central
    - Central
    - East
    - South
    - Multiple

III.   **Mission, Impact and Narrative:**

12. The Equity Impact Grant has eight funding priorities aimed to build power and/or advance life outcomes among communities in the following areas, please check top 1-3 impact areas that align to your organization's mission and impact:
    - education (early childhood through higher/continuing education)
    - civic engagement and movement building
    - arts, media, and culture

- Housing, community development, and mobility
- public safety and restorative justice
- health and healing
- financial literacy and economic development
- food systems and environmental justice

Share Your Story:

The Equity Impact Grant program aims to strengthen pro-equity initiatives, fortify resident-led projects that center voices of those with *lived experience* under structural racism, and improve long-term outcomes of BIPOC, women, people with disabilities, immigrants, youth and the LGBTQIA+ community.

Please provide brief answers to the following questions (approximately 1-2 paragraphs each).

13. Tell us a bit about the history of your organization in the community(ies) you now serve.

14. How is your organization helping to build power and/or enhance life outcomes among communities prioritized in this grant program (e.g., how you deliver your mission and vision, examples of your success/impact, collaborations/partnerships, etc.)

15. This grant program prioritizes organizations and initiatives who's leadership is reflective of the communities they serve, how does your organization's leadership, board, staff and/or volunteers reflect the *lived experience* of the community(ies) being served? (Note: This question is not asking for racial and/or gender makeup. For the purposes of this question, "communities" is referring to lived experience such as low income, housing insecure, food insecure, economically depressed,

overpoliced, criminal justice system impacted, and environmental justice communities, etc.)

16. How would this funding be used to help your organization enhance its work in the community it serves?

17. In addition to the funding, how could this program's capacity building and training resources (e.g., fundraising, board governance, measuring impact, etc.) help your organization enhance its work in the community it serves?

18. Are there specific areas where you most need help?

19. [OPTIONAL] Website:

20. [OPTIONAL] Social Media Handle:

21. [OPTIONAL] As further opportunity to share your story, please upload a relevant demonstration of your work/impact using any media of your choosing (video, audio, presentation, article, etc.). This sample of your work should be in the language/format you're most comfortable with. Please note that production quality is not a criteria under which your submission will be scored.