# Building Equitable Futures for Children and Youth

*Si necesita traducir este paquete de información al Español, por favor contacte a Maria Torres vía correo electrónico* [mtorres@rcfdenver.org](mailto:mtorres@rcfdenver.org).

## Overview

Rose Community Foundation is announcing an open funding opportunity for nonprofit organizations in the Greater Denver region. This grant cycle is intended to support organizations that provide youth- and child-focused services, center youth and family voice, and address systemic inequities to increase educational achievement and bolster post-secondary work options for youth furthest from opportunity.

A main goal of this funding is to provide children and youth with equitable access to opportunities through:

- Family-centered services[1], including culturally competent parenting supports[2].
- Child development and/or social and emotional competence of children.
- Positive, youth-centered development[3].
- College and career readiness programs that support increasing economic and social capital for young people and their communities.
- Advocacy for systemic changes that improve outcomes and increase resources for children and youth furthest from opportunity.

## Purpose

Investing in equitable futures for children and youth furthest from opportunity helps improve outcomes for young people by centering their voices, perspectives, and experiences and supporting their career and life goals.

## Eligibility

- This opportunity is open to nonprofit organizations, schools/school districts, government agencies or fiscally sponsored projects in the seven-county Greater Denver region: Adams, Arapahoe, Boulder, Broomfield, Denver, Douglas and Jefferson counties.
- Organizations funded through donor-advised funds, Rose Youth Foundation, Roots and Branches, or other giving circles at Rose Community Foundation are eligible for this opportunity, as long as other eligibility requirements are met.
- Organizations with a currently active **grant period end date of 12/31/2023 or later** are not eligible for this opportunity (except as listed above).
- Organizations that house endowments at Rose Community Foundation are eligible to apply but are not guaranteed to receive a grant.
- Organizations with current funding from the 2022 Equitable Social Emotional Learning in Education or Policy and Advocacy Ecosystem grant cycles **are eligible** to apply but will only be eligible to receive funding from [one cycle in 2023](). If you have a current grant, please speak to [a staff member before applying]() to determine the best approach for your organization.
- If you have questions about whether you have current funding through Rose Community Foundation and its source, please reach out to [Chen-Pin Hu]() (she/her), grants associate.

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[1] Family-centered programs are based upon the belief that the best place for children to grow up is in a family and the most effective way to ensure children's safety, permanency, and well-being is to provide services that engage, involve, strengthen, and support families.

[2] [Culturally competent youth development workers]() are aware and respectful of the values, beliefs, traditions, customs, and parenting styles of the audience being served.

[3] [Positive Youth Development (PYD) programs]() aim to develop and enhance positive characteristics of individuals and their surrounding context by increasing protective factors rather than focusing on risk behaviors.

# Who and where do we want to impact?

For purposes of this RFP, we seek to fund organizations that support children, youth and their families with a demonstrated capacity and deep focus on:

- BIPOC individuals
- First-generation high school and college graduates
- Immigrants and refugees
- Individuals/families with low incomes
- Juvenile justice-involved individuals and children of justice-involved adults
- LGBTQ+ individuals
- Opportunity Youth (young people not in school and not in the workforce)
- People with disabilities and neurodiverse individuals
- Pregnant and/or parenting youth
- Youth in or aging out of foster care

Although Rose Community Foundation funds in the seven-county Greater Denver region, priority will be given to applications focused on Adams, Arapahoe and Denver counties, or specific neighborhoods in Boulder, Broomfield, Douglas and Jefferson counties with demonstrated need established through data.

# We are interested in seeing proposals that:

- Offer programs for children and youth in and out of school. We are specifically interested in supporting programs that operate 10 hours or more per week through the school year and provide organized, structured, and supervised activities at no- or low-cost to participants. Competitive proposals will offer programming focused on emotional and mental wellness, including social emotional learning.
- Provide mental health and trauma-informed supports for educators serving children and youth.
- Strengthen wraparound parent and caregiver supports including navigation and co-located programs that address childcare, mental health and housing stability using holistic models and multi-generational approaches.
- Integrate or co-locate mental health and wellness services in schools or community-based settings where youth feel safe, supported, and affirmed.
- Promote a sense of belonging and safety in communities, housing, schools, and workplaces.
- Increase supports for critical transitions from education-to-career pathways, including post-secondary options, like concurrent enrollment programs, apprenticeship, internships and work-based options, including college access and completion programs.
- Support programs that create a strong, inclusive, and equitable pipeline of employers for youth.
- Leverage policy and advocacy efforts that that improve outcomes and increase resources for children and youth furthest from opportunity.
- Priority will be given to programming designed for and with youth and families who experience systemic obstacles and injustice at the intersections of the priority populations as outlined above.

> Belonging is the emotional outcome when an individual understands that their authentic self is welcomed and celebrated and perceives a strong bond with others. A sense of belonging in the community encompasses feelings of security, support, acceptance, and inclusion.

Though there are other important drivers of equitable futures for children and youth, such as food- or nutrition-specific programs, sports programs, transportation, physical health (outside of the behavioral and mental health sphere) and standalone scholarship programs[4] they are not a focus of this RFP.

## What else do we consider when making funding decisions?
- Collaborative approaches
- Commitment to advancing equity across gender, gender identity, race, sexual orientation, income, intellectual and physical ability, and geography
- Diverse perspectives and experiences, in program leadership, design and implementation and community engagement and participation that informs the organization's work
- Executive leadership, board and staff are representative of communities the organization serves
- Financial stability of the organization
- Opportunities to leverage federal, state, and local funding or other philanthropic resources

## How much and what type of funding is available?
- **Total funding available**: Approximately $1.5 million. We anticipate making between 20-30 grants.
- **Grant duration**: One year
- **Types of support**:
  - General Operating Support – for organizations where most of their work connects to the purpose of this RFP
  - Program or Project Support – for projects or work within organizations where a substantial amount of their work does not connect to the purpose of this RFP or where the organization prefers the grant be program- or project-specific
- **Funding amounts**: Grants will range from $25,000 - $75,000, on average.
  - Approved amounts will be determined based on the size of the organization, the program or project budget and depth and breadth of impact. We seek to fund organizations with programs across the spectrum of budgets.
  - Collaborative projects are strongly encouraged to apply; please use the funding amount range listed for the overall program or project budget.
  - Please note that not all grant requests will be funded and those that are may not all be funding at the full amount requested.

## What are the grantee reporting expectations?
Organizations receiving grant funds will be asked to submit a short narrative report of final progress and financial reporting on grant funds in the online grants portal within 30 days of the end of the grant period.

## Timeline
- **February 6, 2023:** Application opens.  Questions are included at the end of this document. Office hours are available for applicants.
- **March 1, 2023:** Application deadline.
- **March 2 – April 5, 2023:** Review period. Organizations may be contacted for additional information or site visits. Site visits will take place March 20 – 31.
- **May 26, 2023:** All organizations will be notified of funding decisions via email.
- **June 1, 2023 – May 31, 2024:** Grant period for funded projects.
- **June 30, 2024:** Final report is due.

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4 Scholarship programs without evidence-based, wrap around supports such as academic support for high school graduation, college prep, high school to collage/career transition, financial literacy, career readiness, etc.

# How do I apply?

Sign in or create your account at rcfdenver.org/grantsapply. Click on the Apply icon at the top of the screen. Locate the opportunity for Building Equitable Futures for Children and Youth and click the blue Apply button to start an application.

# For questions about this opportunity

You may sign up for a 20-minute session to meet with a community impact officer about this opportunity from February 6 – March 3, 2023. Click here to set up a meeting with a member of the Community Impact Team. For questions about the online grants portal or application, please contact Chen-Pin Hu (she/her), grants associate, at chu@rcfdenver.org.

# About Rose Community Foundation

In addition to grantmaking, Rose Community Foundation utilizes advocacy and philanthropic services to advance thriving Greater Denver communities. Our staff works closely with individual and family donors to define and achieve their philanthropic goals and support the causes they care about most. Our philanthropic services team also brings together diverse groups of teens, young adults and women from across the Greater Denver community for collaborative giving circles. The Foundation also supports 85 nonprofit organizations in establishing and growing endowed and designated funds to sustain their vital work into the future. Through the Nonprofit Endowment Cohort, we offer incentive grants and coaching on all aspects of an endowment campaign. Contact us to learn more about how we support nonprofits beyond programmatic grantmaking.

# Application questions

The following questions are available in the online grants portal and are provided here for reference only. Please submit your responses via the online grants portal.

## Organization Information

- **Executive Director/President/CEO's Name, Pronouns, and Title**
- **Authorized Contract Signer's Name, Pronouns, Title and Email Address**
- **Mission Statement.**
- **Type of Organization**. Please indicate the organization type for the legal entity submitting this application *(501(c)(3) – not fiscally sponsored; 501(c)(4); Government Entity; For Profit; Fiscally Sponsored Organization; Other)*
- **Fiscal Sponsor Contact Information (if applicable).** Please provide the organization name and full contact information (name, pronouns, title, email address, phone number, and mailing address) for your point of contact with the fiscal sponsor for this project.

## Grant Request Information

- **Type of Support** *(General operating support; Program support)*
- **Project Name**
- **Short Description.** Please provide a concise description of this grant request's specific charitable purpose. *(Character limit 300)*
- **Total Amount Requested**. Grant awards will range from $25,000 - $75,000, on average.
- **Approaches.** Please select the primary approach(es) relevant to this grant request (check all that apply)
  - In and/or out-of-school programs
  - Supports for educators
  - Wraparound and navigation services
  - Integration or co-location programs that address childcare, mental health and housing stability

- o Belonging and safety
- o Post-secondary options
- o Pipeline of employers
- **Core Counties.** What are the three core counties in which you do most of the work related to this grant request (majority of people served live within these three counties) within the seven-county Greater Denver area? If you only work in one or two counties, please select the one or two counties in which you do your work.
- **Policy and Advocacy.** Does the proposed project related to this grant request address systemic policy and/or legislative advocacy issues? We define this as efforts to close gaps in access, opportunity and power by changing systems, growing public resources or influencing the levers of public policy. If yes, please describe how policy and advocacy plays a role in your proposed project.

## Narrative Questions
- **Opportunities & Outcomes.** Assuming that things go really well for the work that would be supported by the proposed grant, please describe what success might look like in the longer term, i.e., beyond the grant period. *(Character Limit: 3500)*
- **Key Activities.** What are the most important activities you will undertake to achieve your intended outcomes in this one-year grant period? If you have a specific set of activities, communication strategies or actions you hope to achieve, please include them here. *(Character Limit: 3500)*
- **Community Participation.** To what extent do the communities most impacted inform and guide the work of the organization? This scale has been adapted from the ladder of participation model developed by Sherry Arnstein. Choices:
  - o 1: Impacted community members have no participation in the work of the organization
  - o 2: Impacted community members are made aware of the organization's work
  - o 3: Impacted community members are consulted via surveys or other data-gathering tools
  - o 4: Impacted community members have some representation at staff, board or advisory levels
  - o 5: Impacted community members have equal representation at board or advisory level
  - o 6: Impacted community members hold majority of decision-making power
  - o 7: Organization is led by members of impacted community
- **Community Served / Engagement.** Please describe the community you serve and how communities or individuals engage, participate, and inform the work. *(Character Limit: 3000)*
- **Leadership Diversity.** We are committed to supporting organizations led by and representative of those most impacted by the issues your organization seeks to address. To that end, please describe what steps your organization is taking to ensure leadership at all levels of your organization is reflective of the community you serve. By leadership we mean executive directors, senior staff and board of directors, as well as core members who are leading the work. This could include leadership pipeline, hiring practices, staff transition planning and other explicit strategies that strive to increase diversity at all levels of the organization. *(Character Limit: 2500)*
- **Partnership.** Does your organization work in close partnership with other organizations or groups in carrying out your goals for this specific project/request? If yes, please provide detailed information about any relevant organizations you collaborate with and how you collaborate with them to achieve your work for this specific project, including the roles and responsibilities of each partner. Please do not provide only a list of partners. If you do not collaborate with any partners for this work, please state that. *(Character Limit: 3000)*
- **Community Needs.** For Rose Community Foundation's own understanding of community needs, what are the most pressing issues you are seeing in the communities you serve, OUTSIDE the scope of services your organization provides? What are the most pressing issues you are seeing in the communities you serve WITHIN the scope of services your organization provides? *(Character Limit: 2000)*

## Financials
- **Current Fiscal Year Operating Budget**. Upload a 2023 (or current fiscal year) organizational operating budget (revenue and expenses) with actuals to date.
- **Additional Financial Information (if applicable).** If a narrative explanation of the financial statements or budget is helpful, let us know here. This may be an opportunity to describe your organization's financial model including how the organization is supported, typical sources of income and the percentages of revenue from each type of source. This is also the space to provide comments explaining any major changes or unusual occurrences in your budget(s).
- **Program Budget (if applicable).** Please upload a program budget for the activities for which you are requesting funding, with both revenue and expenses represented.

## Information Sharing
One of our goals as a community foundation is to find alignment between donors' interests and the important work happening in our communities. In the event Rose Community Foundation fundholders are interested in funding organizations or projects in the space in which you are working, may we share with them the programmatic information you provide on this application? Your application may be shared in part or in whole. Your answer will not influence the funding decision for this request.

## Nondiscrimination Policy
Rose Community Foundation will only fund organizations that do not discriminate on the basis of race, creed, color, ethnicity, national origin, religion, language, sex, sexual orientation, gender identity, gender expression, age, height, weight, physical or mental ability, veteran status, military obligations, socioeconomic status, marital status, genetic information, political views, or belief systems.

Please upload a copy of your board-approved nondiscrimination policy. If your organization's nondiscrimination policy is not board-approved or your organization does not have a nondiscrimination policy, please upload a document with an explanation. An uploaded document is required to submit this application.