

MEMORANDUM

TO: HSF Grassroots Partners
FROM: Nat Chioke Williams, Executive Director, Hill-Snowdon Foundation
DATE: May 9, 2019
RE: **Request for Proposals for the Fall 2019 Funding Cycle of the Hill-Snowdon Foundation – Economic Justice Program Area**

Deadline for Full Proposals: Monday, June 17, 2019

The Hill-Snowdon Foundation is pleased to announce our Fall 2019 RFP. Your organization is invited to submit a proposal under the Economic Justice Program Area. Please find attached the Hill-Snowdon Grant Application.

Submission Process

We have a new online grant application in 2019 via Blackbaud Grantmaking. Applications must be submitted via our online grant application. To access the application, please use the link provided in the email you received with this RFP.

Blackbaud Grantmaking will ask you to set up a user name and password. If you have one already that you use with another funder, you may use the same login for HSF applications. If you do not have one, follow the link to the RFP, and you will see a link on the sign in screen to set up a new account. Please keep track of your user name and password since you will use it for all future applications as well as submission of signed grant agreements and reports. HSF can reset your password, but we cannot resend your password to you. If any of the contacts with your organization have changed, please let us know so that we can transfer access to your organization's account to any new people. Questions regarding the online grant application can be directed to grants@hillsnowdon.org or to Christine Harris or Erin Morris via phone at (202) 833-8600.

Funding Priorities and Criteria

Your organization has been selected to submit a proposal to HSF because we feel you generally fit most of our criteria listed below; however, we would like you to address how you fit in greater detail in your proposal to us by providing concrete examples. HSF supports groups that:

1. Engage in multi-issue community organizing.
2. Work in alliance or collaboration with other economic justice groups locally, regionally, or nationally.
3. Employ a racial justice and gender analysis in their work.
4. Engage in multi-ethnic alliance building to strengthen relationships between diverse immigrant and native-born communities around shared concerns.
5. Integrate diverse civic engagement strategies into organizing efforts.
6. Are located in or work in the South and Southwest.
7. Have established a multi-generational component to their work and/or that work in cross-generational coalitions or networks.

In HSF's Economic Justice Program Area, we support grassroots, constituency-led organizations that organize low income communities to organize for **family-supporting and community**

strengthening jobs. While there are many ways to promote strong families and thriving communities economically, we feel that access to well-paying jobs that can support a family is one important way to address growing income inequities and the widening gap between haves and have-nots in our society. We are interested in improving both the quality and quantity of jobs especially for historically disenfranchised workers or communities. Therefore, HSF will focus on supporting groups around economic justice issues that address systemic supports for low wage workers and their families. While there may be significant overlap between the two categories, examples include the following:

- I. **Family Supporting:** Improving wages and work conditions; advancing better work-family policies such as paid sick days, family leave and more accommodations for working parents like taking paid time off for school activities; improving access for workers to jobs in their communities and prevent discrimination based on gender, race, age, immigration status or sexual orientation.
- II. **Community Strengthening:** demanding community-benefit agreements for publically-funded projects that include features such as local hiring, training, and ‘clawbacks’ for employer who don’t meet hiring targets; protecting the right to organize into unions or other collective bargaining units.

*Please note that we do **not** accept unsolicited proposals. HSF does **not** fund advocacy, media, publications, research nor social service programs that do not have an organizing component.*

Full proposals must be received by 5:00 PM EST via our online grant application on Monday, June 17, 2019. We will not accept proposals past this deadline. Grant decisions will be made and applicants will be informed by November 2019. If you have any questions concerning this request, please contact Shona Chakravartty at 202-833-8600 or shona@hillsnowdon.org. Also, we are interested in hearing how you feel we could improve on this process.

Good luck and we look forward to learning more about your work.

**HILL SNOWDON FOUNDATION
2019 ECONOMIC JUSTICE GRANT APPLICATION**

I. NARRATIVE

For **NEW GROUPS** (*skip if you are a returning group*)

- A. Please provide a brief history and description of your organization, including major strategies you employ and any recent accomplishments.**
- B.** Explain how your organization's goals relate to HSF's focus on advancing good quality jobs that support families and strengthen communities. Examples include:
- **Family Supporting:** Improving wages and work conditions; advancing better work-family policies such as paid sick days, family leave and more accommodations for working parents like taking paid time off for school activities; improving access for workers to jobs in their communities and prevent discrimination based on gender, race, age, immigration status or sexual orientation.
 - **Community Strengthening:** demanding community-benefit agreements for publically-funded projects that include features such as local hiring, training, and 'clawbacks' for employer who don't meet hiring targets; protecting the right to organize into unions or other collective bargaining units.

For **ALL GROUPS**

A. Context

In the past year, briefly describe the major political, social and economic factors that affected your constituents and your work.

B. Goals/Objectives/Progress

1. Please list your organization's or project's goals from the **current** year.
2. List and describe the progress and challenges toward meeting these goals.
3. What are your goals, objectives and activities/strategies for the coming year? (**please be specific**)

C. Critical Strategic Questions for Your Organization

In addition to a report on your work, it would be helpful to us to understand a little more about the critical issues or questions that you face in your work and how you go about addressing them. This would deepen our understanding of the issues facing your organization as well as allow us to help other organizations that might be facing similar issues.

Please take a moment to reflect on some of the major critical or strategic questions that faced your organization or your constituency in the past year. Please choose one and answer the following questions:

1. What was the question or issue you faced and how did it arise (please be as detailed as possible)?
2. Why was this a major question or issue for your organization and what implications did it have for your work?
3. Were there any major lessons that you think are important to share with HSF and/or other groups similar to your organization?

D. Organizational Capacity

1. What is your membership and leader base (please be specific about the number of each)?
2. How many current full-time, part-time staff and volunteers are working with your organization? Please indicate the racial and gender composition of your staff.
3. Provide a list of your board of directors, and also indicate their racial and gender affiliation.
4. Please list any major staff, board or leader changes in the past year.
5. Did you raise your budget for your last fiscal year? If yes, did you have sufficient resources to support your work? If not, how did you meet the shortfall?

II. ATTACHMENTS/REQUIREMENTS (saved as individual files for upload into our online grant application)

A. Finances

1. Most recent, completed full year organizational financial statement (expenses, revenue and balance sheet), audited, if available.
2. Organization's current annual operating budget (2019).
3. Projected operating budget for upcoming year (2020).
4. List individually other funding sources for this request. Include amounts and whether received, committed, or projected/pending.
5. If your organization does not have 501(c)(3) status, please submit a signed fiscal sponsorship agreement.

B. Other Supporting Material (Please be selective: Send materials that are applicable to your project request.)

1. Letters of support/commitment (*optional*) (up to three).
2. Recent newsletter, articles, newspaper clippings, evaluations, or reviews (up to 3).
3. Recent annual report.