

APPLICATIONS DUE BY
SEPTEMBER 30, 2022

RFP 2022



**Grants For
Change Fund**

a program of Maine Initiatives

Maine Initiatives is now accepting proposals for the 2022 Grants for Change Program, which seeks to fund and strengthen organizations led by and serving Black, Brown, Indigenous, Latinx, Asian, and People of Color (BIPOC) whose work advances racial justice in Maine. The Grants for Change Program is prioritizing Black and Wabanaki communities in both decision-making and funding for 2022 grantmaking, however, all BIPOC organizations may apply and will be considered for grant awards. Grants awards will not require reporting.

overview

THE 2022 GRANTS FOR CHANGE PROGRAM

The Grants for Change (G4C) Program at Maine Initiatives is a participatory grantmaking program that funds and strengthens Black, Indigenous, People of Color (BIPOC) community-based, nonprofit organizations in Wabanaki Territory (Maine). We seek to organize people and resources in support of efforts in the state that intervene on legacies of white supremacy, settler colonialism, and racialized capitalism by creating or reclaiming liberatory possibilities for today and future generations (see *2022 Grants for Change Funding Priorities*).

Over the next three years, the Grants for Change Program has committed to providing over \$1.5 million in multi-year, unrestricted, general operating support to BIPOC-led and -serving organizations that:

- dismantle racial injustice in its institutional, structural and systemic forms;
- further movement building through community organizing and advocacy; and
- strengthen communities through traditional and/or indigenous wisdoms and practices, including (but not limited to) healing, earth protection, and the arts.



The twelve (12) organizations selected for the 2022 Grants for Change cohort will receive unrestricted, general operating grants of \$45,000 paid out over three (3) years, \$15,000 per year.

In addition, these organizations are invited to participate in a series of peer learning, training, capacity-building, and community outreach activities over the course of the grant period, from December 2022 through November 2025.

Members of the 2022 G4C cohort will be selected by a Grantmaking Advisory Committee comprised of volunteers (majority-BIPOC) from the community (see *The Participatory Grantmaking Process*).

The G4C grantmaking process offers the G4C ecosystem (current and past grantees, applicants, donors, activists, and the general public) opportunities to participate in program design, proposal review and evaluation, and the grant decision-making process. We view this process as an opportunity for individual and collective learning about the important work occurring in Maine to advance racial justice, further movement building, and strengthen communities.

This year's G4C grantmaking process has been informed by a ten-person Community Advisory Board of respected community leaders who have familiarity with the G4C Program.

priorities

FOR 2022 FUNDING



As we look to relaunch the 2022 G4C process, we seek to continue to support and strengthen the ecosystem of racial justice organizing and activism, with Black and Wabanaki voices, visions, and leadership at the center—a direction we initiated in 2019—based on the recognition that:

- the root cause of racial inequality today in this country is anti-Black racism and settler colonialism
- the legacy of genocide, colonization, and slavery, combined with the pervasive and persistent realities of bias, discrimination, and racism affect these communities in unique and acute ways, despite the extraordinary leadership and advocacy efforts of leaders from these communities; and
- the work of and by Black and Wabanaki communities has been and continues to be systematically undervalued and underfunded in Maine.

In order to reflect Maine Initiatives' evolving understanding of what a more just and equitable Maine looks like and requires, we are prioritizing these communities in our funding and decision-making.

The 2022 Grants for Change Funding Priorities Framework is an evolution of our previous G4C funding frameworks. After a review (in summer/fall 2021) of all BIPOC-led and -serving efforts previously funded through G4C—including conversations with nearly all BIPOC-led past grantees, and in consultation with the Community Advisory Board—the G4C Directors have identified the need to support organizations playing distinct but complementary roles in collective efforts toward racial justice movement building across the entire state.

We have designated these as **Hub Organizations, Community Building Organizations, and Emergent Organizations**.

The designations are not exclusive nor are they exhaustive; many applicant organizations will identify with several of the areas, roles, or pathways of Hub, Community Building, and Emergent Organizations. Rather, this framework is an invitation to a community conversation over the next several years about the needs of a robust racial justice movement across Maine, including both rural and more populated areas of the state. We invite applicant organizations and community leaders to expand on, complexify, challenge, or clarify this framework.

priorities

FOR 2022 FUNDING (CONTINUED)

► 'HUB' ORGANIZATIONS

These organizations might be or have:

- Relatively more established (compared with other BIPOC-led or -serving organizations in Maine) with higher visibility to the general public
- Developed access to resources or established funding sources and relationships
- Sufficient capacity to provide resources or platforms for other BIPOC-led organizations
- Working across race and class identities or across geographic communities
- Working at the institutional or structural level to counter and dismantle expressions of racial injustice, racial inequity, and white supremacy (advocacy or policy work, for example)
- Annual budgets over \$250,000, approximately

► COMMUNITY BUILDING

These organizations might be or have:

- Smaller organizations (with fewer staff, smaller budget) that are not as visible or well-known in the broader community or to the general public, either by choice or because of structural barriers
- Focused on direct service or community support, mutual aid efforts, or grassroots organizing (base-building, for example)
- Offering community or individual healing work being done to respond to the trauma, harms, and legacies of slavery and colonization (harm reduction or communal healing ceremonies or sessions, for example)
- Working at cultural or systems levels, including arts and other forms of creative activity
- Focused on sustaining communal systems outside of dominant systems of oppression
- Land-access, Land-back, Land-based work, food justice, community food, and medicine
- Annual budgets under \$250,000, approximately

► EMERGENT ORGANIZATIONS

These organizations might be or have:

- Newer and/or emerging community-based organizations, typically within the first year or two of existence
- Underfunded, under-recognized, under-supported (in terms of staffing & organizational structure), under-resourced, and perhaps less visible to traditional funders and/or the general public
- Systematically excluded from resources or funding relationships
- Staffed by a few people, often in volunteer capacity
- Applying for first grant and/or seeking fiscal sponsorship
- Annual budgets under \$25,000, approximately

The purpose of this framework is to challenge our Grantmaking Advisory Committee, funding partners and peers, and the general public to recognize and support the broad array of racial justice work critical for a robust, effective, and sustainable ecosystem. Please note that the roles and pathways taken by organizations in the racial justice movement can be both conditioned by, and evolve in response to, the oppressive structures that we are working collectively to dismantle. Applicant organizations are not being asked to define themselves in relation to these categories, but rather to use this framework, if helpful, to speak about their roles within the broader racial justice ecosystem in Maine.

Finally, BIPOC-led and -serving organizations, that do not identify as Black or Wabanaki are encouraged to apply. While the awards will be determined by the Grantmaking Advisory Committee, we anticipate at least one or two grants being awarded to BIPOC organizations that do not identify as Black or Wabanaki-led or -serving. We believe that it is important to be specific about the particular histories and needs of each BIPOC community. We encourage our funding peers to work with us to develop funding priorities that meet the particular needs of each BIPOC community in Maine.

eligibility

2022 REQUIREMENTS

TO BE ELIGIBLE FOR THE 2022 GRANTS FOR CHANGE PROGRAM, THE APPLICANT ORGANIZATION MUST BE:

- working exclusively or primarily in Maine communities
- a Black-, Brown-, Indigenous-, Latinx-, Asian-, or People of Color-led (BIPOC) organization, group, or coalition.

We are prioritizing Black and Wabanaki-led and-serving organizations for 2022, however, all BIPOC-led and serving organizations are encouraged to apply and will be considered for grant awards

Eligibility Criteria for BIPOC-led Organizations:

To be eligible for a 2022 Grants for Change award, **applicants are required to meet at least two out of three of the following for the past two years:**

1. BIPOC key staff leaders of the organization - 50% or more of the total in leadership roles
2. BIPOC members on Board of Directors - 50% or more in governing decision-making roles
3. BIPOC activists - 50% or more of on the ground, community organizers, staff/volunteers

** If applicants serving BIPOC communities do not meet all three because of intentional strategic or equity considerations made by BIPOC decision-makers within the organization, please explain this in the application.*

Applicants are also required to meet the following:

- Implementing programs that advance racial justice in local communities or statewide.
- A Maine-based organization or group or a coalition/alliance of groups (we do not fund individuals):
 - If your group is - or is sponsored by - a Wabanaki Tribal government you may apply without additional IRS designation.
 - If your organization is a nonprofit with 501(c)(3) designation from the IRS, you may apply.
 - If your organization is fiscally sponsored by a 501(c)(3) nonprofit, you may apply.
 - If you do not currently have a fiscal sponsor or nonprofit 501(c)(3) status, you are still welcome to apply but will need to obtain a fiscal sponsor before the Grantmaking Advisory Committee's Retreat in October. Maine Initiatives cannot serve as your fiscal sponsor but *we will help you identify a potential fiscal sponsor after you have submitted your application.*
- Have an organizational operating budget, including administrative and programming budget, of under \$1,000,000. (Not required for groups applying with sponsorship from a Wabanaki Tribal Government or other tribal entity.)



If the applicant is unsure if they meet the eligibility requirements, please contact the Grants for Change Directors, Desiree and Julian at grants4change@maineinitiatives.org or call 207-200-8655 to discuss.

participate

THE PARTICIPATORY GRANTMAKING PROCESS

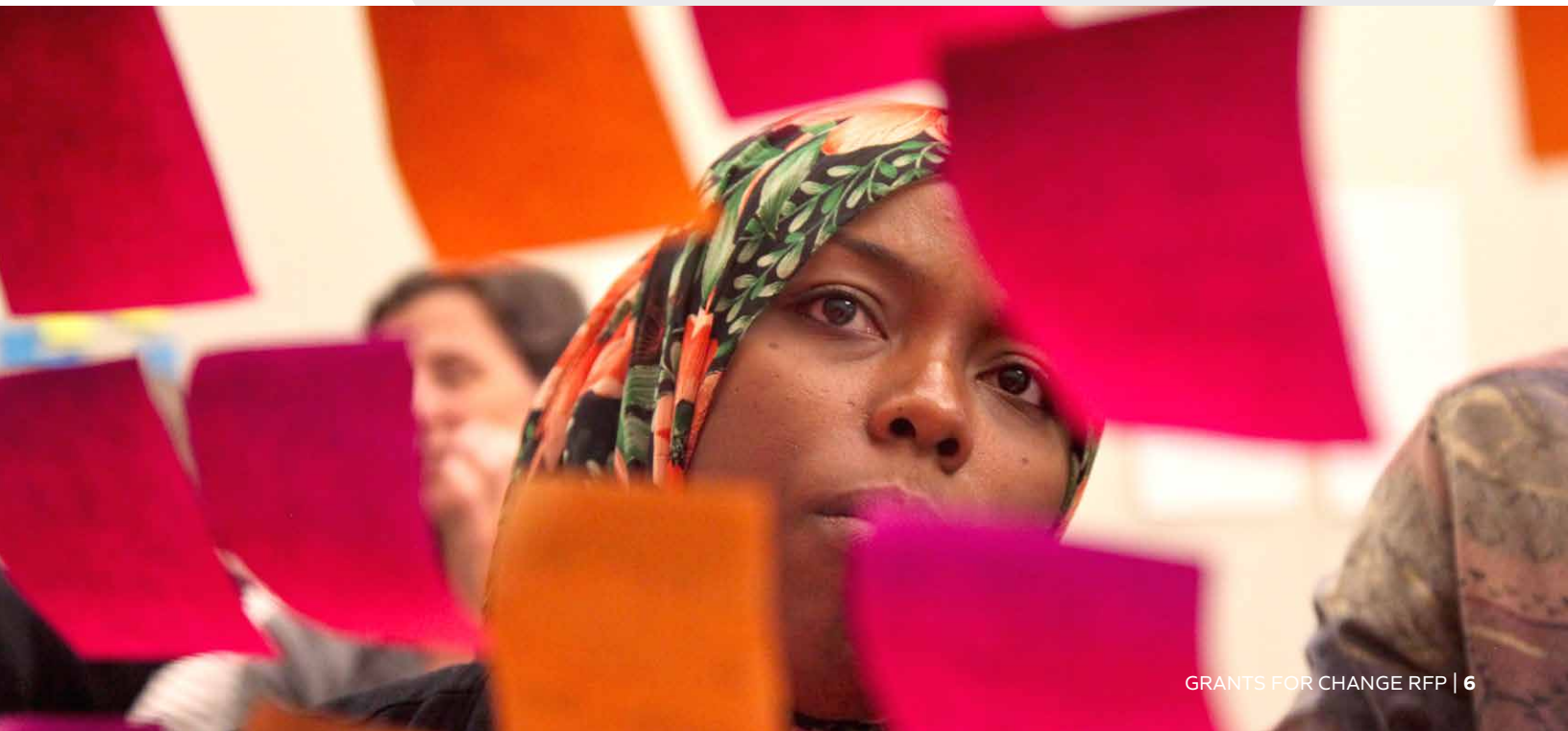
Through our participatory grantmaking process, we seek to have a broadly democratic approach, led by community members, for selecting our grant recipients. To accommodate this multi-phase process our grantmaking cycle extends from July through December.

The initial phase of the grantmaking process starts with the selection of a Community Advisory Board, made up of BIPOC community leaders, who inform the design of the Grants for Change process. Next, we invite volunteers from the broader community to serve as Proposal Readers, with each invited to read and complete a short evaluation of three (3) proposals received from organization applicants. Proposal Readers will be offered a training prior to reviewing proposals and through the process offered the opportunity to reflect on the racial justice efforts in the state. Maine Initiatives staff will then analyze, aggregate, and summarize the evaluations of the Proposal Readers to inform the deliberations of the Grantmaking Advisory Committee (see below). Please note that we strongly encourage applicants to also serve as Proposal Readers to learn about the work of peer organizations!

The third phase of the grantmaking process is led by a community-based Grantmaking Advisory Committee, selected from the Proposal Readers, that brings together individuals representing the broad diversity of identities and perspectives in our community for a retreat in November 2022. Members of the Grantmaking Advisory Committee participate in an intensive participatory process of learning and engagement with issues of racial justice & philanthropy and guide the selection of our 2022 Grants for Change grantees. Final decisions about the Grants for Change grantee recipients will be made by the Grantmaking Advisory Committee (with approval by the Maine Initiatives Board of Directors) and announced by Maine Initiatives in early December 2022.



For more information about our participatory grantmaking program or to participate as a Proposal Reader visit: maineinitiatives.org/grants/grants-for-change/participatory-grantmaking/



apply

2022 HOW-TO



Applications are currently being accepted for the 2022 Grants for Change program. Please follow the process below:

- 1. Check your eligibility:** Please confirm that your organization meets the eligibility criteria listed above.
- 2. Read the Application:** Please read the full application instructions prior to starting your application. Please contact the Grants for Change Directors, Desiree and Julian, with any questions at grants4change@maineinitiatives.org or call 207-200-8655. If a translation of the application into a preferred language would be helpful, please contact the Grants for Change Directors to discuss options.
- 3. Attend the Information Session:** Attend the applicant information session on Thursday, September 15, 2022. Please check the [Grants for Change webpage](#) for details. If you are unable to attend, please watch the recording available on the Grants for Change webpage after the event.
- 4. Complete the Application:** Complete the application using the Microsoft Word Document provided, or convert it into a Google Doc to complete.
- 5. Submit the Application:** Submit your application as a Google Doc, Microsoft Word Document, or PDF; you may email your completed application (including all required attachments) to grants4change@maineinitiatives.org.

Due to the multi-phase nature of this process, the Grants for Change decisions will not be made public until early December 2022. Groups that receive a grant can anticipate receiving the first installment of grant funds within a month of providing Maine Initiatives with documentation of fiscal sponsorship or 501(c)(3) status.



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