Request for Applications ("RFA")

Opportunity Synopsis: UJA-Federation of New York seeks to support organizations working to confront racism internally, within their organization operations and infrastructure, as well as externally, by empowering Jewish communities to confront racism and to advance racial justice and equity in New York.

With a recognition that nonprofit organizations are in various stages of their internal and external diversity, equity, & inclusion work, we have created four distinct grant opportunities. Each grant type represents a different strategy that will deepen the ability of our community to better understand systemic racism and how it manifests, and to create more equitable organizations, programs, and services.

We are pleased to offer four different types of funding. Organizations that meet the eligibility requirements for more than one of the grant types below are encouraged to apply for multiple grants. To apply for multiple grant types, applicants should address the specific activities that relate to each and how they are integrated as part of a broader organizational vision.

Grant periods can range from one year to 18 months.

1. **Capacity Building Grants**: funding to increase capacity of organizations to lead trainings, workshops, and programming aimed at educating Jewish communities how to confront racism.
   - Eligibility — applicants for Capacity Building Grants should meet the following criteria:
     - Organization’s mission focuses on educating Jewish communities about racism.
     - Organization has a track record of leading initiatives focused on racial justice work within the Jewish community.
   - What we are looking for:
     - Jews of Color are represented within organizational leadership (both professional and volunteer).
     - Applications that demonstrate how Capacity Building Grants can enhance mission-critical work, strengthen organizational infrastructure, or enhance programmatic reach.
   - Grant Details: requests ranging between $25,000 and $40,000

2. **Organizational Learning Grants**: funding that enables organizations to better understand and to confront racism within their institution and the community that they serve. Grants will enable organizations to gain a deeper understanding of how racism
manifests itself in America and Jewish life today, as well as in organizational structure and operations. Organizations will use this grant to implement systems and programs that demonstrate a commitment to undoing racism.

- **Eligibility:**
  - Synagogues, Day Schools, JCCs, and Jewish Human Service Organizations are encouraged to apply.

- **What we are looking for:**
  - Organizations that want to learn about racism and use those learnings to better confront racism in their institutions and the communities they serve.
  - Organizations equipped to implement internal systems and programming that promote an ongoing commitment to racial equity.

- **Grant Details:** grants up to $15,000

### 3. Advancing Racial Equity Grants: funding to enable Jewish social/human service and advocacy organizations to engage in issue-based advocacy and or programmatic activities that contribute to fighting racism.

- **Eligibility:**
  - Social and human service or advocacy organizations.
  - Work includes partnership or close coordination with Black-led initiatives and organizations.

- **What we are looking for:**
  - Funding will be used to step up and/or launch issue-based work, in partnership with Black-led institutions, on issues such as housing, education, policing, or other areas where the organization can make an impact by contributing to a racial justice policy agenda.
  - Projects that can be evaluated based on their contributions to racial equity.
  - Especially organizations that are building on existing work and relationships, with an increased focus on racial justice.

- **Grant Details:** requests ranging between $20,000 and $40,000

### 4. Creating Diverse, Equitable, and Inclusive Organizations: Cohort-Based Learning Program and Grants: This is a holistic program that will combine cohort-based learning and funding for 4 – 6 core partner organizations committed to creating broad-based, systemic internal culture change in the diversity, equity, and inclusion space.

- **Eligibility:**
  - UJA-Federation’s core partner organizations that are at the early stages of their DEI work.

- **What we are looking for:**
  - A commitment from executive leadership of the organization to engage in the process with a willingness and interest in making organizational change.
A commitment to participate in six learning sessions, engage in a DEI assessment, and implement recommendations that emerge from the process.

- Grant Details: Grants of up to $45,000 will be available at the conclusion of the learning program to help implement broad-based organizational change.
- Please use the application to detail how your organization is currently engaging in DEI work, what your organizational commitment is, the reason for your interest, and why you are positioned in this moment to make change.

**Grant Amount:** Grants will range from $5,000 to $40,000 per year, depending on the type of program and organization. We plan to offer four different types of grants, described below. Please specify in your submission the grant type for which you are applying.

**Submission Instructions:**

- **Applications Due:** Thursday, October 15
- **Applicants whose submissions are selected will be notified mid-November**

Please email a one-page letter of intent with the **Grant Financial Reporting Form** in a combined PDF to labgrants@ujafedny.org with the subject line Racial Justice RFA. Finalists will be required to submit a full application on UJA-Federation’s online grant portal, UJANet. Letters of intent should include:

1. Name of Organization.
2. Name, title, and contact Information of key contact.
3. Grant opportunity for which you are applying (see below). If you are planning to apply for multiple opportunities, please submit separate letters of intent.
4. What you are hoping to achieve with the grant funding and how you plan to spend the funds.
5. A description of racial equity and inclusion at your organization and how this grant opportunity would help further your goals in this area.
6. Any additional relevant information.

We will be holding an informational webinar about this grant opportunity on September 11, 2020, 10:00 – 11:00 am. Please register here to participate.

**Questions? Reach out to Shana Bloom or Zachary Cohen**

**About UJA-Federation of New York:** UJA-Federation is the world’s largest local philanthropy. At UJA we think of our grants as critical community investments to influence broad systemic change. By listening to the many voices that make up our community, bringing together key influencers, and promoting collaboration, we deliver funds to areas where we’ll have the
greatest impact to meet the needs of New Yorkers from all backgrounds. For over 100 years we’ve worked to identify and meet the needs of New Yorkers through the power of collective action. Within the Jewish community, UJA works to connect and inspire Jews locally and around the world.

As one of the leading organizations supporting social and human services for New Yorkers from all backgrounds, UJA has been working to promote a fairer society since we were founded. Our commitment to racial justice is rooted in our mission to serve both our Jewish and broader community. UJA has three main strategic planning areas. Our Caring and Jewish Life Departments each oversee targeted grants for specific projects in order to mobilize the community locally and globally to enhance our work in areas like social justice, community development, poverty, employment, the elderly, health and well-being, Jewish engagement and connection, as well as leadership development. The Jewish Communal Network Department provides core operating support and oversight to more than 65 core partners, and offers guidance and funding to many other nonprofits, large and small.

In considering applications submitted for this RFA, UJA-Federation, in its sole discretion, may accept or reject applications, and determine the acceptability of applications of any applicant. No warranty or representation is made by UJA-Federation that any application conforming to the requirements set forth will be selected for consideration, negotiation, or approval. UJA-Federation shall have no obligation or liability with respect to the selection and award process contemplated hereunder. All costs incurred by an applicant in preparing and responding to this RFA are the sole responsibility of the applicant. Any recipient of this RFA who responds hereto fully acknowledges all the provisions of this disclosure and disclaimer and agrees to be bound by the terms hereof. Any proposal submitted pursuant to this RFA is at the sole risk and responsibility of the party submitting such proposal. This RFA is made subject to correction or errors, omissions, or withdrawal without notice.