The Corella & Bertram F. Bonner Foundation

Bonner Racial Justice Community Fund

2020-21 Request for Proposals

Contents

Introduction

The Bonner Racial Justice Community Fund is designed to mobilize students, alumni, staff, faculty, and partners to work for anti-racist and racially just structural, policy, educational, economic, and social change. Individuals and institutions in the Bonner Network may apply for grants of up to $5,000 to support their work over of 2020-21.

This fund is especially appropriate for student-led and initiated projects. Indeed, part of its core intention is to provide an avenue by which students in the Bonner Program can apply their knowledge and skills in civic engagement, social action, advocacy, and organizing to work for sustained changes. Students can also organize and mobilize with other peers, faculty, staff, alumni, and relevant community organizations to apply.

This fund has also been created as a way to support projects that are designed and implemented in conjunction with a range of grassroots and established organizations that already work with Bonner Scholars and Leaders at the local level, as well as coordinated efforts like the Black Lives Matter movement, all of which are working to systematically address injustices, violence, and inequities.

Institutions may also team up for larger consortium projects (up to $5,000 per institution), if they choose to create a project involving multiple campuses/communities. Funding may be used to support projects that address one or more areas of racial injustice including:

- **Arts, Community, and Economic Development** (i.e., a community history project that creates community narratives and oral histories which are integrated into curriculum for teaching activists to address systemic policy change, etc.)
- **Education at the Pre-K through Graduate School Level** (i.e., to remedy or address structural inequities in the funding and/or quality of schools, create safe spaces that foster connectivity for youth, etc.)
- **Environmental Racism** (i.e., to address problems in the local environment related to waste, toxic dumping, contamination, related health issues, etc.)
- **Food Deserts and Food Security** (i.e., availability of nutritious and healthy foods in Black communities and communities of color, and/or other marginalized communities)
- **Health Disparities** (i.e., availability of health care, preventive medicine, and other programs that especially address the needs of Black, Indigenous, People of Color (BIPOC) populations; disparities in COVID-19 illnesses and deaths)
- **Institutional Equity** (i.e., sustained structures to provide oversight around hiring, recruitment, training, education, and other policies that create a more equitable environment)
- **Policing and Safety** (i.e., training around diversity for police and security personnel, efforts to combat policy brutality, grassroots efforts, etc.)
- **Poverty Reduction** (i.e., research, mobilization, and social action aimed at reducing inequities between BIPOC and Whites)
- **Prisons and Rights of Incarcerated Individuals** (i.e., prison re-entry, college degree programs, reforming practices around sentencing, restorative justice, policy reforms, etc.)
- **Voting and Civic Engagement** (i.e., addresing voter suppression, voter turnout, etc.)

We recognize that there are intersecting issues (such as socioeconomic class, gender, sexual orientation, etc.) that are interrelated in complex ways with racial injustice. We encourage teams to articulate one or two clear areas of focus and articulate a few clear, sustainable goals and related activities through which your team may achieve discernible progress within one year.

We encourage you to consider strategies that will lay the groundwork for or achieve clear policy, structural, and/or institutional changes. To do this, we also recommend that your team focus first on local (institutional, neighborhood, town, city, and/or county level) changes. However, consortium grants (involving more than one institution/town across the network) and a state and/or national level proposal are also welcome.

The Bonner Foundation is working on two approaches to engage students in policy change that your team may want to consider bringing to your campus:

- **Policy Research** (i.e., the development of specific policy briefs through the Know Your Issue Project that profile a range of effective policies and programs that address one or more issues to address racial inequities)
- **Social Action and Organizing** (i.e., mobilizing community members to voice community concerns, attending meetings or writing letters, sending emails, and making phone calls to public officials, conducting listening projects, etc.)

Additionally, teams are encouraged to apply for other sources of funds (including institutional) or use entrepreneurial strategies (such as online crowd funding) to supplement their budgets. The Bonner Foundation is exploring a strategy by which students and alumni may be able to raise funds for community-based projects, including the Racial Justice Community Fund, on the platform Bonner Connect. Bonner Connect is a platform for current students and alumni which currently has more than 2,000 members. Teams may also wish to consult the Capacity Building Step-by-Step Guide on Grant Writing to learn how to identify and apply for other sources of funds (or even to execute a stronger proposal for this one, although it does not require a full proposal typical of foundations).

Team Leadership

This initiative especially targets student voice and leadership. In addition, all proposals should have a partner organization, preferably an established nonprofit, governmental, educational, or other institution. The college/university may also be a partner (and the center may be if the organization needs nonprofit status). Proposals that target institutional change should also secure the agreement of at least one senior leader at the institution.

Consider the following team leadership configurations when developing your proposed projects:

a) **Student-led with local/state/national partner organizations:** Proposed initiatives may be led by a team of at least three Bonner students seeking to work closely with one or more partner organization with a track record and focus on anti-racism, racial, economic, and other related forms of injustice. Later in this RFP, there are guidelines on finding and selecting partner organizations.

b) **Student and Bonner alum-led:** Proposed initiatives may be led by a team of at least two Bonner students seeking to work with one or more alumnus (from their own or another institution). In particular, the Bonner alum may be affiliated with an organization with a track record and focus on anti-racism, racial, economic, and other related forms of injustice.

c) **Coalition (students, alumni, staff, faculty, partners):** Proposed initiatives may be led by a team of at least one student, two staff/faculty, and one or more proposed partner organization(s). A higher education institution may be considered as a partner as well as a focus of change (i.e., a proposal could address institutional change). Again, if you would like to develop a consortium approach across two or more institutions in the Bonner Network working on shared goals and activities, that is also welcome.

Proposal Guidelines

Once you have formed a team, developed a focus and related approach and activities, please write a proposal narrative and budget to describe them to the Foundation. Send the full packet (as a pdf document). Please write the proposal in clear, concise, and action-oriented language (no more than 10 pages). The proposal should include the following:

A.   Cover Letter: Your cover letter should provide a brief description of the initiative for which you are seeking funding, the amount of funding requested, and the members of your lead team and their title and organizational affiliation.

B.   Proposal Narrative: Your proposed narrative should address the following components:

1. **Define the communities you seek to address** (i.e., institution, neighborhood, place, people). Be sure to do related research using the US Census and/or other sources. See the proposal guidelines below for more information on what data to include.

2. **Describe your intended outcomes, model/approach, and strategy.** If you wish, articulate a Theory of Change. (See the Program Design Step-by-Step Guide in the Bonner Learning Community or the Know Your Issue webinar if you want more educational guidance here).

3. **Describe the activities.** Note that Foundation funding may be used to support:
    *   *Education and Training* (possible to outside individuals and groups)
    *   *Research Stipends* (i.e., for student, alumni, staff, and/or faculty work on research projects, social action campaigns, educational events, etc. Please note that Bonner students may not be additionally compensated for work that is part of their ongoing position, but they may be compensated with small stipends for additional work).
    *   *Technology* (i.e., online meetings, websites, promotional materials)
    *   *Travel and Transportation* (i.e., mileage)
    *   *Convening and Meetings* (i.e., space, food, etc.)
    *   *Supplies* (i.e., books, literature, social media subscriptions, etc.)
    *   *Partnerships* (i.e., local Black Lives Matter, Equal Justice Initiative, student-led groups like University of Richmond's **Interpoint**, etc. Funding cannot be used to simply make donations, but may be used for training, education, events, etc. People can carry out crowdsourced or GoFundMe efforts to raise money to donate to match or supplement budgets.)

4. **Describe the lead team**, including the names, titles, and brief biographies for each person. Also describe the transition plan for the end of the year.

C.   Letter(s) of Support: A leader from each of your partner organizations should provide a short (1-2 page) letter specifying:
*   Why the organization is participating in the project (rationale, outcomes)
*   Specific reasons that the organization believes in the team and/or project (especially in terms of a reference or support for team involved)

D.   Budget: Your proposal budget should include:
*   Expenses (drawing on categories above)

- In-Kind Donations/Expenses (provided by institution/partner organizations)
- Provide a brief budget narrative for each category.
- Remember that the budgeted items should refer to the categories in item 3 above. If you want to fund other categories, the budget should reflect other sources.

Bonner Foundation Proposal Criteria

The Bonner Foundation is looking for proposals that respond to the following criteria:

1) **Clear leadership and preparation by the team** including:
   - Experience or track record of involvement, learning, and leadership on the issues at hand
   - Compelling research and description of proposed activities and their intended impacts

2) **Visible and significant support from at least one related local, state, or national partner**
   - The proposal names at least one established nonprofit, governmental, advocacy organization, or higher education institution that will participate in the project by providing staff and/or volunteer time, expertise and/or knowledge, education and/or training, and support.

3) **Clarity of research around the place, issues, and proposed activities that**:
   - Articulate how the proposed approach addresses racial injustice (and/or other forms)
   - Demonstrate the applicant has a deep understanding of the communities/place

4) **A direct and clear approach that demonstrates:**
   - A thoughtful, strategic response to the problem
   - A realistic set of activities for one year
   - A clear set of outcomes that will make a measurable impact

Timeline

The following are tentative dates for this initiative.

August 18, 2020   - Announcement of Request for Proposals

October 19, 2020   - Recommended deadline for proposals due to Foundation (the Foundation will begin reviewing proposals this day. It may be possible for teams to apply later, but decisions will be rolling).

November 2, 2020   - First Rounds of Grants Announced (may request info or interviews where needed)

Fall 2020   - Phone Calls with Teams

                            - Workshops and/or Webinars (offered as a series and/or as part of the online Bonner Congress and Student Leadership Meeting)

February 15, 2021   - Mid-Year Reports Due. Mid-Year Reports will require narrative updates, photos, news stories, and other media to share publicly on www.bonner.org.

June 30, 2021   - Year-End Reports Due. The Year-End Report will be compiled into a formal document as well.

Identifying a Partner Organization

As noted above, all proposals should have a partner organization, preferably an established nonprofit, governmental, educational, or other institution. The college/university may also be a partner (and the center may be if the organization needs nonprofit status). Proposals that target institutional change should also secure the agreement of at least one senior leader. As you seek to create, grow, or refine your partnerships, consider the following:

- **Relevant programmatic expertise and a track record** of work on the issue (i.e., if your proposal is to address environmental racism, your partner may be a local residents group who has already been meeting for a decade to address the problem)

- **Financial transparency** (i.e., you can find or obtain a budget for the organization and understand its funding structure)

- **Leadership and Commitment to Anti-Racism, Diversity, and Equity** (i.e., there are Black, Indigenous, and People of Color in leadership roles and/or Whites with stated commitment to anti-racism, and there are organizational principles that support this work, even if the institution itself may be working on improvements)

- The organization has an established **nonprofit or government status** (501c3 or 501c4 or 501c7). You can check this on **www.guidestar.org.** If it does not and you seek to help the organization create formal status, obtain sponsorship from another organization or an office within the institution.

The Bonner Foundation encourages you to take the following few steps in creating your partnerships and proposals including:

- Work with your Bonner Program and other institutional staff to identify if there are already strong local organizations that work on the issues you seek to address.

- Research to see if there are organizations led by Bonner Alumni that you seek to work with in your area. You can use Bonner Connect for this purpose as well.

- Consider this list of crowdsourced organizations (published by *New York Magazine,* circulated through the nonprofit and philanthropic sectors, and updated frequently. It is entitled **"142 Ways to Donate in Support of Black Lives and Communities of Color."** The list is organized by category and includes organizations that address community restoration, policy reform, policing and criminal justice, LGBTQ issues, COVID-19, and much more.

Example Initiatives

The Bonner Foundation is seeking proposals that grow out of the sustained community engagement work happening at the local level between campuses and communities and involving students, staff, faculty, partners, and local residents. The following fictional examples illustrate possible projects and their rationale.

Example 1: A Food Justice Initiative

Local work by Bonners and other engaged students with anti-hunger organizations and county offices has already pointed to food disparities between the local population of color (Blacks, African Americans, Somalis, and Latinx immigrants) and the mostly middle class White population (with some exceptions, especially recent immigrants from Eastern Europe). Through community-based research projects involving students, staff, and faculty, a team has developed an initiative to address this work through unique partnerships involving the college, county agencies, and nonprofits (farmers and food delivery). The team is applying for $5,000 to start a new program to ensure that local corner stores and bodegas have healthy produce and nutritious foods for sale. After one year, a small grassroots nonprofit will sustain the program.

Example 2: A Pipeline Program for the Institution

The university, a top-ranked institution, is located in a medium sized city with a diverse predominantly of color population: 30% African American, 10% Asian (mostly from Vietnam), 20% Latinx (mostly Mexican), 5% Mixed Race, and 35% White. Yet, the institution's student body is 55% White, and African Americans (15%) and Latinx students (10%) are particularly underrepresented. Further engaged research has shown that students who grow up in the city often do not have the academic profiles (GPAs, test scores, courses) that would qualify them to attend the institution. The team is applying for $5,000 to create a new program, targeted to work with local high school students of color especially, that will enrich their educational preparation for college to address this ongoing achievement gap and shift the university's population. The program will also create partnerships with related state and national organizations focused on college access to bring them to campus and to address gaps in the diversity of staff and faculty of color. Additionally, it will create a sustained Diversity, Equity, and Inclusion Task Force whose charge is to provide recommendations for sustained institutional change in the areas of recruitment, selection, hiring, and professional development.

Example 3: A Social Action Strategy to Address Community Policing

Last year, students in the Bonner Program conducted capstone research that pointed to a need to address local policing tactics. They found inequities by race and ethnicity in their interactions with call time responses, youth, arrests, convictions, and the criminal justice system in the area. After a high profile case last year, students got involved with the Black Lives Matter Global Network and Color of Change Education Fund. The team wants to join and do some projects with a City Task Force, charged with creating a long-term strategy to address the issue. The consortium team (including two Bonners, an alum who is also a local official, a faculty member,

and a long-term community partner) have already secured some agreements with the city police leader and county officials. In the first year, the team wants to do further research, develop some recommended policies, and create an education strategy for officers.

Additional Resources

Below, you will find some additional resources that may help your team to develop a proposal. Many of these resources are also available on the **Bonner Wiki as part of its Anti-Racist Resources.** The articles, books, and other literature (found on these pages) may be helpful to you and be part of your own proposals for related education, training, and discussion.

- **Questions To Facilitate Dialogue on College Campuses**
- **Taking Action**
  - Donate to Support Victims and Their Families
  - Donate to Organizations
  - Donate Your Time
  - Sign Petitions
  - Support Social Action Campaigns
  - Learn How to Advocate and Organize for Policy Reforms
- **Resources for Education (Self, Children, Family, Friends, etc.)**
  - Training Materials and Other Resources for Anti-Bias Education
  - Resources for parents to raise anti-racist children
  - Working Document of Scaffolded Anti-Racism Resources
  - Articles to read
  - Videos to watch
  - Podcasts to subscribe to
  - Books to read
  - Films and TV series to watch
  - Organizations to follow on social media
- **Campus and Institutional Resources (Long Term and Systemic Change)**
- **Sources**