



## Solidarity Grant Guidelines

### **Purpose:**

The Solidarity grant program provides unrestricted grant support for racial equity movement building in our region. Rather than quick, short-term solutions or temporary relief, movement building is focused on long-term and transformative change. The most effective drivers of racial equity are the social movements led by those most affected by injustice. The Solidarity grant program thus seeks to go beyond charity towards a greater solidarity with Black and ALAANA (African, Latine, Asian, Arab, and Native American) members of our community – individuals who, through their everyday lives, intimately know the change needed for a more just, equitable, and sustainable future that benefits all.

### **Grant Size and Funding Uses**

Grant award size and funding timeframes are flexible and based on funding availability and proposal needs. Applicants requesting large, multi-year grants are encouraged to talk with Foundation staff prior to submission to understand our current resource availability and to collaborate on a proposal development strategy. Additionally, applicants can opt-in to having their proposal shared with our donor partners through the quarterly Giving Opportunities newsletter.

Potential uses for Solidarity grant awards include, but are not limited to:

- General operating, strategic planning, and project support
- Advocacy, legal and direct action, and media campaigns
- Sabbaticals, rest, and healing
- Narrative change storytelling work
- Community education, organizing, and training

### **Ineligible Requests**

This is an unrestricted grant opportunity; however, requests for capital campaigns or reimbursements require additional conversation with staff.

### **Who can apply?**

To be considered eligible, applicants must be a 501(c)(3) nonprofit organization, school, governmental or religious entity, or a group that is fiscally sponsored by a 501(c)(3) organization whose work directly benefits residents of Charlottesville or the counties of Albemarle, Nelson, Louisa, Fluvanna, Greene, Orange, and Buckingham. If an applicant does not have a fiscal sponsor, the foundation will work to help match them with one.

Funding will be given to Black- and/or ALAANA-led organizations, groups, or projects that focus on advancing racial equity. We consider Black- and ALAANA-led as any of the following:

- Executive Director(s) or equivalent
- Staff majority
- Volunteer majority (if a volunteer-led organization)
- Board majority
- Project team majority

## How to Apply

Proposals are submitted through our Grants Lifecycle Manager online system. Applicants are asked to provide a supporting budget and to describe the following:

1. How your group/organization's work and history reflect the purpose of the grant program.
2. The underlying causes of the issue/inequity being addressed, your vision of success, and how you plan to accomplish your goal(s).
3. The roles of key leaders and partners and why they are well-positioned to do this work.
4. How your work is guided by those who are most impacted.

## Deadline

Applications are accepted on a rolling basis as long as funds are available. Decisions are announced quarterly (in March, June, September, and December).

## Criteria

The Review Committee considers the following when reviewing your proposal:

- **Alignment:** The applicant's work clearly and thoughtfully matches the goals of the grant program.
- **Impact:** The applicant demonstrates a deep understanding of an inequity/need experienced by their focus community and offers a clear and compelling pathway for redress.
- **Capacity:** The applicant is well positioned to lead the proposed work at this time.
- **Power Building/Sharing:** The people most impacted by the issue are informing/co-creating the response effort.
- **Care for Resources:** The proposed budget makes sense for the activities and outcomes outlined in the proposal.

If you have an application that you have submitted to another funder that thoroughly describes your request, feel free to submit that application and budget to us instead. If you submit a previously written application, be sure to include all relevant information asked above and how this request matches the goals of the Solidarity program. All application submissions will be reviewed by the Community Advisory Committee using the above criteria.

## Decision-Making Process

Applicants will receive an email acknowledgement of their application upon submission.

Applications will be reviewed by staff, evaluated by our Community Advisory Committee, and then approved by our Board of Directors.

Some applications may require a facilitated design meeting and additional documentation before a final decision is made. More information about our design meeting process can be found on our website.

Proposals shared with our donor partners will be reviewed at their discretion.

## Evaluation

Foundation staff may contact grantees for periodic updates depending on the nature of your proposal. Grantees are asked to participate in an annual site visit conducted by Foundation staff.

## Questions

Contact the Programs Team at [grants@cacfonline.org](mailto:grants@cacfonline.org) or (434) 296-1024 with questions about this opportunity.