



UWNCNM Community Investment Grants

2023-2024 Grant Cycle

**United Way of North
Central New Mexico**
Serving Bernalillo, Sandoval, Santa Fe, Torrance, and Valencia counties



United Way of North Central New Mexico Land Acknowledgement

United Way of North Central New Mexico sits on the traditional, unceded homelands of the Tiwa, Tewa, Diné, and N'de peoples. This acknowledgment only becomes meaningful when combined with accountable relationships and informed actions. We respect the right to Indigenous sovereignty and self-determination and are committed to uplifting Indigenous voices while being better listeners, learners and partners.

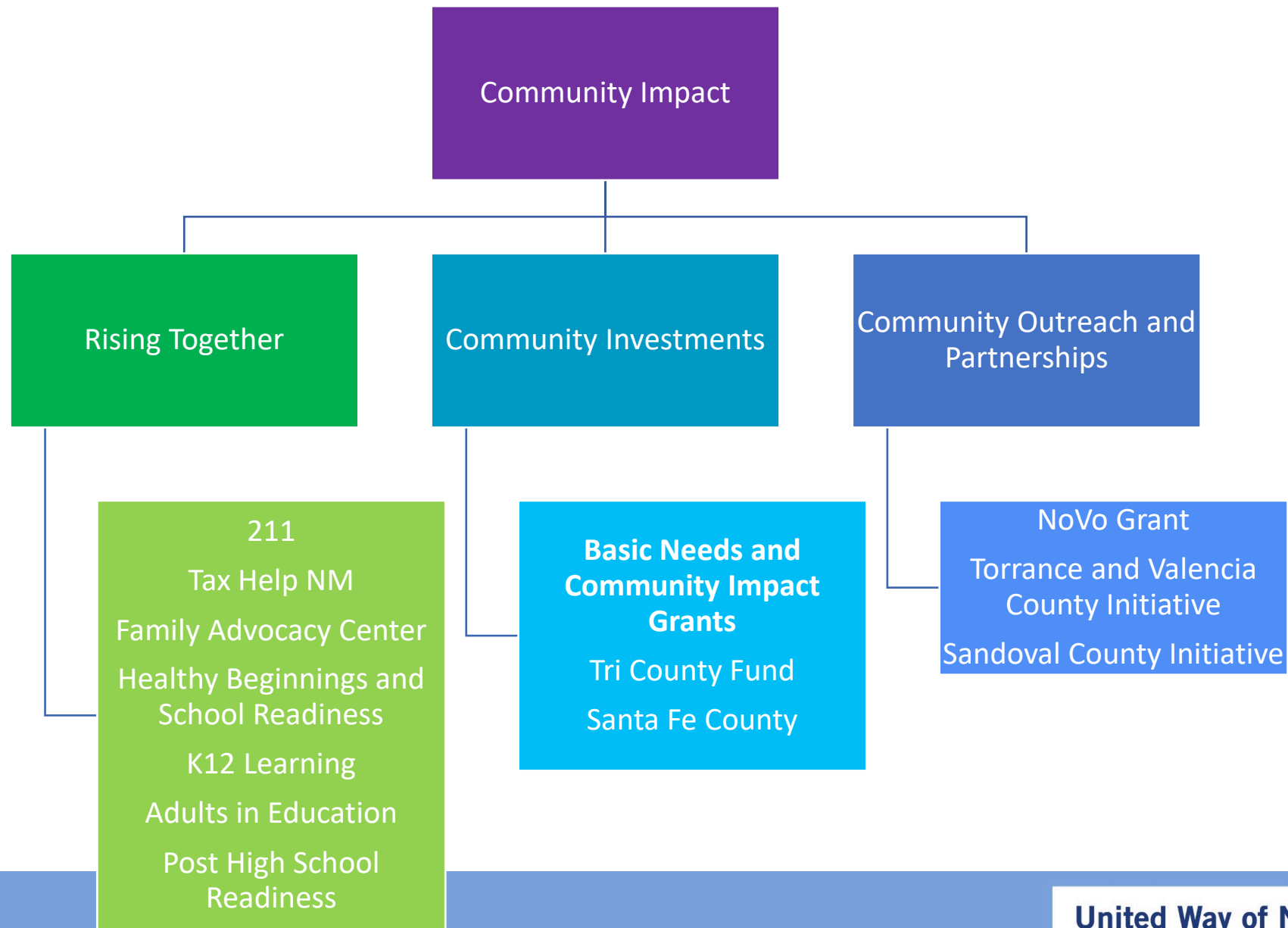
Agenda

- Introductions
- United Way of North Central New Mexico: Rising Together
- Improvements to 2023-2024 Grants Cycle
 - Move towards TBP
- Overview of Grants
 - Impact, Basic Needs, Capacity
- Overview of Application
 - Submittable
 - Review questions
 - Focus on DEI and addressing systemic inequities
- Question and Answer

- Information on Santa Fe Grants:
- Visit the website
 - Information session on March 13th

UWNCNM Staff

- Sarah Ehrhart, Director of Community Investments
- Brian Bonanno- Community Impact Grants Specialist
- Celia Yapita- Director of Diversity, Equity, and Inclusion
- Valerie Ingram- Chief Impact Officer

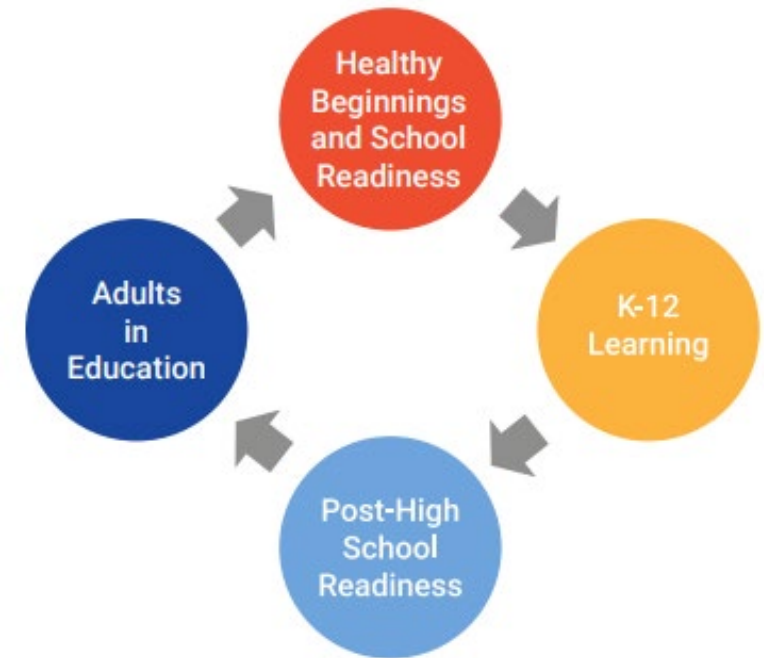


Rising Together

Rising Together represents the concepts of educational attainment and family stability along a cradle-to-career spectrum. Community Investments will support and catalyze these efforts.

Rising Together areas of focus:

- Community resilience
- Healthy beginnings and school readiness
- K-12 learning
- Post high school readiness
- Adults in education



Impact Priorities

- **Education**

- Early Childhood- focus on access to high-quality early childhood learning and care
- Pre-K through 12 focus on promoting school attendance and the importance of graduating from high school
- Adult education focus on post-high school skill building and degree/certificate attainment

- **Housing Stability**

- Increasing access to affordable housing, including permanent supportive or transitional housing

- **Safety and Well-Being/Health**

- Improving the safety of communities
- Increasing access to health-related services

- **Basic Needs**

- Provide short-term limited support to the most vulnerable individuals and families

What is Trust Based Philanthropy

Values

- **Work for systemic equity**
- **Redistribute power**
- **Center relationships**
- **Partner in a spirit of service**
- **Be accountable**
- **Embrace learning**

Practices

- **Give multi-year, unrestricted funding**
- **Do the homework**
- **Simplify and streamline paperwork**
- **Be transparent and responsive**
- **Solicit and act on feedback**
- **Offer support beyond the check**

Improvements to 2023-2024 Grant Cycle

- Impact and Basic Needs grants awarded as general operating dollars
 - Capacity Building grants remain project specific
 - Multi-year Impact grants (3 years)
- Shorter, more streamlined application
 - Focus on overall agency goals and outcomes
 - Apply through Submittable instead of e-CImpact
- Financial Standards Review (FSR) after selection
 - Only agencies selected will complete FSR process
 - Funding is still dependent on passing this review
- Smaller pool of panelists
 - Higher quality control and focus on direct and lived experience



	Impact	Basic Needs	Capacity Building
Purpose	Support the work of programs that align with UWNCNM's Impact Priorities	Provide short-term limited support to the most vulnerable individuals and families. Measured in output versus outcomes.	One time projects to improve the program or agency's effectiveness and help it to carry out its missions more effectively.
Award Period	Three years (contingent on UWNCNM funds)	One year	One year
Award Limit	\$25,000 for agencies with an annual budget under \$100,000; \$50,000 for agencies with an annual budget over \$100,000	\$25,000 for agencies with an annual budget under \$100,000; \$50,000 for agencies with an annual budget over \$100,000	\$25,000
Frequency	Agencies must wait 1 grant cycle (1 year) after the three year award period to re-apply	Agencies may re-apply each year	Agencies must wait 2 grant cycles (2 years) to re-apply after award
Funding Type	General Operating Dollars	General Operating Dollars	Project Specific
	Agencies may apply for Impact OR Basic Needs		Agencies may apply for Capacity alone or in addition to Impact or Basic Needs

Applying through Submittable

- No longer using e-CImpact to manage grants
- Submittable is an online platform that will be used for application, review, and reporting
- Agencies can create free accounts
- **Need one primary email address to submit applications**
- Submittable manages all technical support- response within 12 hours or less

<https://www.submittable.com/>

<https://unitedwayofcentralnewmexico.submittable.com/submit>

Grant Application

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All Grants- Agency Information and Demographics

- Name, address, primary contact information
- Counties served
- Annual agency budget
- Staff and Board Information
 - Number and demographics of staff and board
 - Does your agency identify as being BIPOC-led?
 - What experiences enable your leadership and direct service staff to represent the population you serve?
- Client Information
 - Number and demographics of individual served

Capacity Building Application

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Capacity Building

- Amount of funding requested- maximum \$25,000
- How does the project for which these funds will be used align with the UWNCNM Impact Priorities?
- How will your agency use the funds to improve capacity?
 - Detail how funds will be spent to carry out the capacity project
- How will the funds improve your agency's impact?

Impact and Basic Needs Application

Impact and Basic Needs- Agency Alignment

- With which UWN CNM Impact Priority(s) does your agency's work align?
 - Education
 - Early Childhood focus on access to high-quality early childhood learning and care
 - Pre-K through 12 focus on promoting school attendance and the importance of graduating from high school
 - Adult education focus on post-high school skill building and degree/certificate attainment
 - Housing Stability
 - Increasing access to affordable housing, including permanent supportive or transitional housing
 - Safety and Well-Being/Health
 - Improving the safety of communities
 - Increasing access to health-related services
 - Basic Needs
 - Provide short-term limited support to the most vulnerable individuals and families
- **How does your agency's work align with this priority?**

Impact and Basic Needs- Funding Request

- Amount of funding requested
 - Maximum \$25,000 for agencies with annual operating budgets under \$100,000
 - Maximum \$50,000 for agencies with annual operating budgets over \$100,000
- **Describe how this funding will support your agency's work in alignment with UWNCNM's Impact Priorities**
- If you don't receive your full grant request, please explain if and how your response to the previous would change

Impact and Basic Needs- Data Collection

- What data points do you use to measure that you are having an impact, and how do you evaluate success?
- How will you use this data to show your agency is making progress towards UWN CNM's Impact Priorities?
- Describe any collaborations you have with other community organizations, and the impact of these collaborations on your services
 - Focus on quality and impact, not quantity

Impact and Basic Needs- Addressing Systemic Inequities

- Please describe the work you currently do, if any, to address systemic inequities in north central New Mexico (e.g. race, gender, disability, etc.)
- Please describe your agency's plans to further your work to address systemic inequities in north central New Mexico over the next 5 years

DEI Defined

- Diversity includes expressions of identity reflecting the realities, background, experiences, and perspectives of all individuals, such as the unique attributes such as race, ethnicity, nationality, socioeconomic status, education, age, gender, sexual orientation, ability, and beliefs.
- **Equity** ensures just treatment, advancement, and access to opportunities for a safe, healthy, and thriving life while identifying and working to eliminate barriers and power imbalances.
- Inclusion means creating an environment in which all are welcomed, respected, and able to fully participate and bring their authentic selves to work.

Definitions

- Internalized racism – within an individual.
- Interpersonal racism – racism expressed and experienced between two people.
- Institutional racism – unfair policies and discriminatory practices of particular institutions (schools, workplaces, etc.) that routinely produce racially inequitable outcomes for people of color and advantages for white people. Individuals within institutions take on the power of the institution when they reinforce racial inequities.

Definitions

- Structural racism - the cumulative and compounding effects of an array of societal factors, including the history, culture, ideology and interactions of institutions and policies that systematically privilege white people and disadvantage people of color.
- Systemic inequities – This involves the disproportionate representation of groups (those with disabilities, youth, BIPOC, LGBTQ+, etc.) in having reduced access and poorer outcomes across institutions and society: wealth gap, employment, housing discrimination, government surveillance, incarceration, drug arrests, immigration arrests, infant mortality, etc.

Systemic Inequities

- Root causes – “babies in the river” story
- Groundwater metaphor from Groundwater Institute (Racial Equity Institute)
- How do we as a community work to stop the challenges at the root causes so that our services are not needed?

United Way Worldwide Requirements

- **CRITERIA #1:** Develop, maintain and publicly post an organizational position opposing all forms of racial/ethnic discrimination
- **CRITERIA #2:** Annually provide racial/ethnic equity training for all board members and staff (2 hours, 7 hours)
- **CRITERIA #3:** Develop and use racial/ethnic equity as one of the criteria to make community investments – deadline 06/30/2022
 - Do we have a plan for measuring increase in dollars

United Way Worldwide Requirements

- Does your United Way use racial equity as one of the criteria in making community investments? Please briefly state the specific goal/racial disparity your United Way is addressing with your investments and the specific population in your community that is the intended target (e.g., third grade reading proficiency gap between white and BIPOC* students).
- Using disaggregated program data, what are the specific measurable outcomes your United Way and/or community partners are tracking to determine progress in closing disparities?

United Way Worldwide Requirements

- Is your United Way engaging community residents to inform racial/ethnic equity goals and related investments?
- What is the specific dollar amount and percentage of your total program budget devoted to racial equity for your current fiscal year?
- Is your United Way measuring your progress to increase resource investments that address racial inequities over time?

United Way Worldwide Requirements

- Is your Board reviewing staff, volunteers, and board demographic data once every two years?
- Does your strategic plan reflect commitment to DEI?
- Does your board understand race disparities?
- Ensuring diverse suppliers (51% or more leadership or staff of color)
- Are we tracking and sharing publicly the decrease in racial disparities?

Ideas of how to get started

- Finding a way to start collecting demographics (voluntary) to set a baseline
- Looking for funds to provide training on systemic racism/inequities for your staff/board
- Taking steps to move decision-making toward more inclusion of lived-experience voices (addressing power in the space)
- Sharing demographics publicly
- After review of gaps, working to target programs to those gaps
- Developing an anti-racism or DEI statement

Why collect demographics?

- We don't know who we're helping or missing until we collect the data.
- Easy to make assumptions about who is being served.
- Voluntary, not mandatory
- Best practices in categories/options to share beyond categories
- Larger effort among funders in NM and nationally

Annual Program Grant Process Timeline

Phase 1: Grant Application	February 27 th	Grant applications open
	March 24 th at 4:00 pm	Due Date: Completed Grants application
Phase 2: Application Review	April	UWNCNM staff and Grant Panels review and score applications. Grant panels are made up of Community Investment Council, donors, volunteers, and members of the community connected to services provided. Panels will engage with agencies during review to follow up on any questions about the application.
	April 28 th	Panelists submit final scores for staff review
Phase 3: Allocations	May 13 th	Community Investment Council assigns awards. Using the scoring from Grant Review Panels, the Community Investment Council makes final allocation recommendations to the UWNCNM Board of Directors. The Executive Committee of the Board of Directors reviews the allocations in May, and the full Board votes to approve allocations in the June meeting.
Phase 4: Financial Standards Review (FSR)	May	Agencies selected to receive an award are notified and complete the Financial Standards Review (FSR) process. Award is dependent on successful completion of the FSR.
	June	Full UWNCNM Board approves allocations. Signed Award Agreements due prior to first payment.
	July	The first monthly grant installment is paid in July 2023. All grant funds must be expended within the fiscal grant year.

Questions?

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