



## GRANT APPLICATION: ADVANCING EQUITY IN RVA NONPROFITS

### INTRODUCTION

As the philanthropic community has increasingly focused on equity, nonprofit organizations in the Richmond region have expressed a need for guidance and support. In particular, many nonprofits are seeking to:

- Deepen the knowledge base of board members and staff members around equity;
- Conduct climate assessments with staff, board, and/or clients to identify areas of success and need;
- Develop strategies to increase the practice of equity within their organizations;
- Review and update organizational policies to ensure alignment with equity.

In light of this need, the Richmond Memorial Health Foundation (RMHF) has awarded a grant to the Virginia Center for Inclusive Communities (VCIC) to customize training and consulting services regarding equity for selected RMHF grantees from the last three years. Participating nonprofits will increase their capacity to develop and embed equitable practices in their organizations.

RMHF is committed to its mission of fostering an equitable and healthy Richmond Region, and it defines health equity in particular as follows: ***“Health equity means everyone has a fair and just opportunity to be as healthy and well as possible. This requires engaging communities and partners to reduce health disparities by removing obstacles to health such as poverty, discrimination and their consequences.”***

This initiative builds upon recommendations from the 2017 RMHF Equity + Health Fellows, as well as the aligned 2018 RMHF report, “Diversity, Equity, and Inclusion in Nonprofits and Philanthropy: Promising Practices for Advancing RMHF Health Fellows’ Recommendations.”

### GRANT STRUCTURE & ELIGIBILITY

***RMHF grantees from the last three years*** are eligible and invited to apply for customized services from VCIC. Because organizations may be at widely different places on this issue, and also because their needs may differ based on the type of work they do, organizations are able to focus their applications on 1-2 of the following areas:

1. Data Collection (focus groups, surveys, etc.) with board members, community stakeholders, and or staff members
2. Policy Review and Recommendations
3. Professional Development series or session for board members and/or staff members

***RMHF has no role in selecting grantees for this program and has handed over that decision-making power.*** A community review committee staffed by VCIC and made up of a small number



of Equity + Health Fellows and HEArts Visiting Artists will review applications and select the organizations to participate in this program. The final decision about program components may be made in partnership between the selected organization, the community review committee, and VCIC.

The application will be released Monday, January 6, 2020, and applications will be due by **5:00pm** on **Wednesday, February 5, 2020**. Selections will be completed by mid-March 2020, and VCIC will deliver services to selected nonprofits through the remainder of the 2020 calendar year.

## APPLICATION

Eligible organizations must submit a completed application by 5:00pm on Wednesday, February 5, 2020. Applications may be submitted:

- Online at [www.inclusiveVA.org/rva-equity-grant](http://www.inclusiveVA.org/rva-equity-grant)
- By mail at  
Virginia Center for Inclusive Communities  
Attn: RVA Equity Grant  
5511 Staples Mill Road, Suite 202  
Richmond, VA 23228

Please refer questions to [equitygrant@inclusiveVA.org](mailto:equitygrant@inclusiveVA.org).

## ABOUT THE VIRGINIA CENTER FOR INCLUSIVE COMMUNITIES

The Virginia Center for Inclusive Communities works with schools, businesses, and communities to achieve success by addressing prejudices, in all forms, in order to improve academic achievement, increase workplace productivity, and enhance local trust. Through workshops, retreats, and customized programs that raise knowledge, motivation, and skills, VCIC develops leaders who work together to achieve success throughout the Commonwealth.