

2024-2025 Fund for Safety Request for Proposal

Fund for Safety

Open RFP Process: Live on September 3, 2024

DEADLINE - Online submission with attachments must be submitted by **September 20 at 11:59 p.m.**

- [Click Here to Apply](#). If you are a first-time user, please click "Register" to apply.
- [Click here to learn how to register as a user](#).
- Once logged in to the grant portal, select the grant application, and type the following password to access the application:
- This is a copy of the grant application. Applications must be submitted online. If you have trouble with the online submission, please notify the grants manager to identify an alternative option.

QUESTIONS? - If you have any issues accessing the grant portal, please email **Hannah Elias, Grants Manager**, at hannah@wfmn.org.

- For program/grant proposal questions, please email **LaCora Bradford Kesti, Vice President of Community Impact**, at lacora@wfmn.org.
- Grant decisions will be sent from communityimpact@wfmn.org. Please save this email for grant communications.
- **NOTE:** *This invitation to apply does not guarantee funding.*

INTRODUCTION

At the Women's Foundation of Minnesota (WFM), we know that when all women, girls, and gender-expansive people are safe from all forms of violence (physical, emotional, etc.), it improves their health outcomes, impacts their leadership, and increases their economic success.

The [Fund for Safety](#) expands WFM's investment in women's safety as it works with communities to end gender-based violence. In partnership with community leaders, WFM has followed an ethos of listening and responding to community concerns to drive strategic, cross-sector plans and create collective impact. We are investing in organizations, leaders, and movements to end gender-based violence and other forms of violence that directly impact women, girls, and gender-expansive communities.

Our focus on Safety prioritizes ending all forms of violence that affect women, girls, and gender-expansive people including sexual violence, physical violence, state and structural violence, and exploitation and abuse experienced by elders and people with disabilities. The Fund responds to community concerns and drives strategic cross-sector plans for collective impact as we eliminate barriers that create health, economic, gender, and racial inequities.

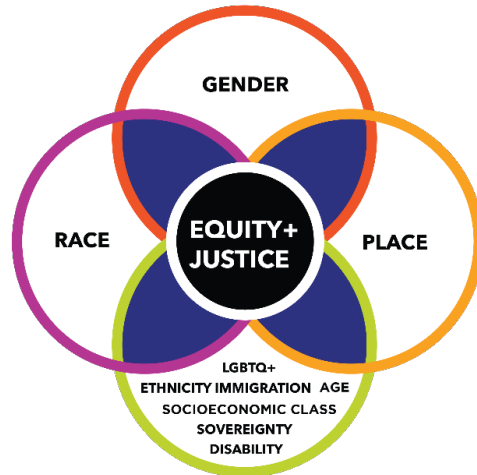
WFM is committed to investing in organizations working with Black, Indigenous, Latinx, Asian and Pacific Islander communities, LGBTQ+ people, people with disabilities, Greater and rural MN communities, and immigrant and refugee populations.

WFM will make one-time general operating support grants of up to \$20,000 to dynamic organizations working to create a Minnesota where all women, girls, and gender-expansive people are free from violence and can experience safety in their homes, schools, and communities.

FUND FRAMEWORK

Applying the Intersectional Equity Framework

This framework considers how intersecting identities of individuals and communities impact their system access to opportunity, well-being, and equity. This analysis is required to create the conditions so that all people have what they need to thrive. Applying an Intersectional Equity Framework considers the following:



Gender - How are women, girls, men, and boys, transgender and gender-expansive people differently or disproportionately affected, represented, or impacted? What gender norms limit or impact equity?

Race - How are communities of color and Indigenous communities represented, impacted, or affected differently or disproportionately?

Place - How are rural, suburban, or urban communities affected?

Additional Identities - How do additional identities, including sovereignty, socioeconomic class, age, disability, LGBTQ+, and immigration status affected or impacted?

Eligible organizations are asked to use this framework in their work by asking themselves the following questions:

- Does the organization and the project respond to an urgent need of communities around Minnesota?
- Does the organization and the project use intersectional analysis to find solutions?

The Fund for Safety has **three priorities** with anticipated outcomes listed below. As a result of listening to communities and grantee-partners, WFM invests in healing from trauma and

cultivating community-centered solutions for survivors of gender-based violence, which includes sex trafficking, domestic violence, rape, sexual assault, sexual harassment, exploitation and abuse of elders and people with disabilities, as well as state and structural violence.

Goals	Outcomes
<p>1. Strengthen systems and infrastructure to sustain the movement to end gender-based violence, which includes sex trafficking, domestic violence, rape, sexual assault, sexual harassment, exploitation and abuse of elders and people with disabilities, as well as state and structural violence.</p>	<ul style="list-style-type: none"> • Develop and adopt strong business and operations models. • Innovative programming and access to programming for program participants. • Meet fundraising gaps for safety and proven programs. • Sustain progress on policy advocacy goals.
<p>2. Build and sustain the movement for missing and murdered Indigenous women and girls; missing and murdered Black women and girls; and preventing violence against Latina women to address systemic inequities and reform policies that perpetuate gender-based, state-sanctioned violence.</p>	<ul style="list-style-type: none"> • Convene more community organizations and work together to advance policy (Ex: work together for policies recommended by impacted communities) • Increase awareness of the Safe Harbor Law. • Increase investments to pass legislation. • Invest in research that yields systemic changes.
<p>3. Prevent cycles of gender-based violence with young women*, men, and gender-expansive people to address misogyny, misogynoir**, and toxic masculinity through education to promote healthy gender norms and relationships.</p> <p>*Young people ages 12-24 ** <i>Misogynoir: Dislike of, contempt for, or ingrained prejudice against Black women. Through misogynoir, sexism and racism create intersecting forms of oppression in Black women's lives. The term was coined by Moya Bailey.</i></p>	<ul style="list-style-type: none"> • Support schools and community-based organizations that are developing and/or implementing innovative prevention programs on gender-based violence. • Increase resources for community programs and solutions that focus on the role of men and boys in preventing gender-based violence. • Promote positive and healthy relationship-building to prevent harassment and violence.

GRANT INFORMATION

Grant Type:

Grant is a one-year investment of \$20,000 in general operating support.

Grant Eligibility:

- Nonprofit tax-exempt organizations and schools that are based in Minnesota and operate programs in Minnesota
- Unincorporated organizations with a tax-exempt fiscal sponsor
- American Indian Nations

Grant Funding Criteria:

- Programs located in Minnesota
- Programs are specific to benefit Minnesota women, girls, and gender-expansive people and/or organizations serving at least 50 to 75 percent of women, girls, and gender-expansive people. Our definition of a woman is anyone who identifies as a woman. The program is inclusive of transgender, gender nonconforming, gender nonbinary, and all gender-expansive people who experience gender-based structural harm.
- Organizations demonstrate the ability to work in partnership with other organizations
- Programs are driving innovative solutions that advance gender and racial equity and justice by increasing access to safety
- Mission-aligned & inclusive:
 - Organization and program must align with the Women's Foundation mission, vision, and core values of Hope, Generosity, Courage, Inclusion, and Belonging.
 - Board members, staff, and volunteers are representative of the population served and are represented in decision-making roles in the organization.
 - Inclusive organizations that value the perspectives and contributions of all people and that strive to incorporate the needs and viewpoints of diverse communities in the design and implementation of programs.
- Priority groups:
 - Intersectionality: Organizations that can address how they use a gender lens and intersectional lens in their programming and work are a priority group for WFM funding.
 - Gender: Organizations serving at least 50 to 75 percent women, girls, and gender-expansive people are eligible for WFM funding.
 - Race & additional identities: Organizations that serve majority Black, Indigenous, and women of color who live in rural areas, identify as LGBTQ+,

and/or live with a disability are priority groups for WFM funding. “Philanthropic support for women and girls of color is [...] a dismal 0.5%, whereas funding for trans communities was reported at a tiny 0.015% in the last decade” (Inside Philanthropy, 2023).

- Leadership: Organizations that are BIPOC-led are a priority group for WFM funding. “A significant opportunity gap exists between BIPOC-led and white-led nonprofits. [...] *The Chronicle of Philanthropy* paints a stark and troubling picture: BIPOC-led organizations are less likely to be awarded grant funds, which leads to those organizations having budgets 24% smaller than white-led organizations” (GiveMN, 2020).

Grant and Funding Non-eligibility:

The following activities or groups are NOT eligible for a grant or funding:

- Individual projects within religious institutions that do not align with the mission and values of the Women’s Foundation of Minnesota
- Retroactive support of projects or activities
- Individual scholarships to attend college or university (except We Thrive grants)
- Capital campaigns
- Fundraising events (exception for Sponsorship grant)
- Individuals (exception for Innovators and We Thrive entrepreneurship grants)
- Organizations that may be deemed as discriminatory based on race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, age, physical or mental ability, veteran status, military obligation, and marital status
- Organizations that limit or oppose a woman’s right to self-determination
- Reduction of an operating deficit or to liquidate existing debt (sunsetting your organization)
- Not compliant with IRS standards

Grant Review and Timeline:

WFM engages a participatory grantmaking process to make funding decisions and trusts in organizational leaders to use funds as they are most needed. The Community Impact team engages this process and uses the **Intersectional Equity Framework** with an emphasis on race and centering the needs and experiences of Black women, Indigenous women, and women of color who experience the greatest harm as a result of policies, institutions, and systems.

Grant Application Timeline	
Action	Date
RFP Application Live	September 3
RFP Application Deadline	September 20 at 11:59 p.m.
Site Visit Notifications	November 4 - November 15
Site Visits - please hold these dates to schedule virtual site visit meetings if invited	December 4-6 from 12-4 p.m.
Grantmaking Day	December 11
Grant Approval and Notifications	December 16 - December 27 (Note: WFM office closed from 12/24-25)
Grant Payments	Community Impact team will move an approved grant forward for payment once all grant payment information is received.
Grant Period	One year
Grant Reporting	A report will due approximately 1 month after the grant period ends

NOTE: Any changes in this timeline that delay grant payment will be communicated to the grantee by the Community Impact team.

PREVIEW OF APPLICATION

This is a copy of the grant application. Applications must be submitted online. If you have trouble with the online submission, please notify the Grants Manager to identify an alternative option.

NOTE: Please click on the blue question mark symbol [?](#) next to the applicable questions for additional information in [WFM's Grant Portal](#).

Organizations Information:

1. Name of Organization:
2. Mailing Address:
3. Organization Website:
4. Contact Information for Executive Director:
5. Grant Contact Person:
6. Contact Person's Title:
7. Contact Person's Email:
8. Contact Person's Phone Number:
9. Federal Taxpayer Identification Number (if applicable):
10. Does the organization have 501 (c) (3) status?
11. If no, please provide information about your Fiscal Sponsor (Ex: Name of Fiscal Sponsor and Fiscal Sponsor's Mailing Address):
12. Current Organizational Budget:
13. Total Program Budget:
14. Grant Amount Requested: \$20,000

Proposal Description:

Please answer each question in one to two paragraphs.

1. Describe your organization's mission, goals, major programs, and their participants.
2. Please identify the WFM Fund for Safety goal or goals that your program will advance. Give a brief description of your proposed work and how the requested funds from WFM will be used to adapt your work.
3. Based on your answer to the previous question about goals, describe the outcomes you anticipate during the grant period and your plans for evaluating outcomes.
4. Describe who will implement the proposed work, including plans to add staff or assign duties to current staff.

5. Describe any partnerships or collaborations you will engage in to support the work, including anticipated roles and responsibilities with the work. Explain the extent to which you currently partner with these groups.
6. How do you use an intersectional equity lens in your work? (In what ways do you consider the gender, race and ethnicity, place, sovereignty, socioeconomic class, age, disability, sexual orientation, and immigration status of the people you serve? How do your programs reflect that consideration?)

Demographic Survey:

Collecting the demographics of individuals and communities impacted is an essential aspect of WFM's commitment to diversity, equity, and inclusion. The information collected helps WFM evaluate proposals by understanding the communities served by organizations and how programming responds to community-specific needs.

The Community Impact team and the Participatory Grantmaking committee use responses to the demographic questions to support the decision-making process by applying the intersectional equity framework, which asks questions about race, place, gender, and additional identities. Demographic responses are also tracked by the Grants Manager to support grantee-partner data in WFM's annual impact report.

Please take a moment to fill out the demographics below to the best of your knowledge. Where applicable, please provide numeric data.

- Total number of individuals served by organization
- Total number of individuals served by program
- Gender identity
- Race/ethnicity
- Income level
- Where do participants live
- Other characteristics (Immigrant or refugee, people with disabilities, LGBTQ+)
- Age group
- Educational attainment (at the start of program)

Attachments:

ABOUT ATTACHMENTS IN THE PORTAL If your attachment shows in the attachment box, this means it has been uploaded correctly and is attached to your application. If you upload a PDF, and the grant portal tries to open it on a new web page, the PDF will most likely not open. You will receive a message about an invalid URI or URL. Please ignore this message; it does not affect your attachment. Thank you.

Please use the designated page to upload any additional documents regarding your grant request:

- Organization's Budget: Current year organizational budget and year-to-date income and expense statement.
- Financial Statements: Copy of most recent audited financial statement or IRS Form 990.
- Staff Information: List of current board members including the ethnic/racial and gender demographic information of your board of directors or governing body.
- If you have a Fiscal Sponsor, copy of signed Fiscal Sponsor Agreement. Copy of most recent audited financial statement or IRS Form 990.

DocuSign Requests:

In addition to these attachments, the Grants Manager will send you DocuSign requests from the communityimpact@wfmn.org account and will ask you to complete the following for grant payment once notified of your grant application status:

- W-9 form
- ACH form

HOW TO SUBMIT

Please complete the grant application with financial documents online at the [WFM Grant Portal](#). If you are a first-time user, please click “Register” to apply.

If you have any issues accessing the grant portal, please email Hannah Elias, Grants Manager, at hannah@wfmn.org.

For any program-related questions, please email LaCora Bradford Kesti, Vice President of Community Impact, at lacora@wfmn.org.

DEADLINE - Online submission with attachments must be submitted by **September 20 at 11:59 p.m.**

Here is a checklist to ensure your application is complete:

- Complete grant application questions and demographic survey questions.
- Organization’s budget: Current year organizational budget and year-to-date income and expense statement.
- Financial statements: Copy of most recent audited financial statement or IRS Form 990.
- Staff information: List of current board members including the ethnic/racial and gender demographic information of your board of directors or governing body.
- If you have a Fiscal Sponsor, a copy of the signed Fiscal Sponsor Agreement Copy of the most recent audited financial statement, or IRS Form 990.

NOTE: Please make sure that all materials are completed and ready to submit before applying online.

Thank you for completing the 2024-2025 Fund for Safety Grant Application!