



# John Rex Endowment

JOHN REX ENDOWMENT REQUEST FOR PROPOSALS

## RACIAL EQUITY CAPACITY BUILDING

### MISSION

The John Rex Endowment's mission is to strengthen organizations that center racial equity and justice to improve the social emotional health of children living in Wake County.

### FUNDING PURPOSE

To increase **organizations' effectiveness to lead with a racial equity commitment** both in their own organizations and in the broader systems in which they work.

### ELIGIBILITY

Organizations who have received funding from the John Rex Endowment within the last five years (2017-2021) are invited to **submit a Letter of Intent (LOI) by March 15, 2022 no later than 11:59 PM EST**. Eligible applicants (*learn more about this on page 4*) have received an email invitation from Gladys Hairston, Director of Learning, Research, and Evaluation.

### GRANT TERMS

The John Rex Endowment will award up to four (4) Racial Equity Capacity Building Grants. The grant term is three years, beginning July 1, 2022. Funding requests may be up to \$225,000 (\$75,000 per year).

### QUESTIONS?

[Submit questions](#) to Gladys Hairston, Director of Learning, Research, and Evaluation.

## KEY DATES IN APPLICATION PROCESS

February 24, 2022 at 11 AM EST  
[Informational Webinar #1](#)

March 1, 2022 at 3 PM EST  
[Informational Webinar #2](#)

March 15, 2022 by 11:59 PM EST  
Letters of Intent (LOIs) due

Week of March 21, 2022  
John Rex Endowment invites selected LOI applicants to complete a full application

April 26, 2022 by 11:59 PM EST  
Applications due

No later than May 31, 2022  
Applicants notified if their submission is advancing to the next step: review by the Board of Directors

Week of June 7, 2022  
Applicants notified about funding decision

July 1, 2022  
Grant start date

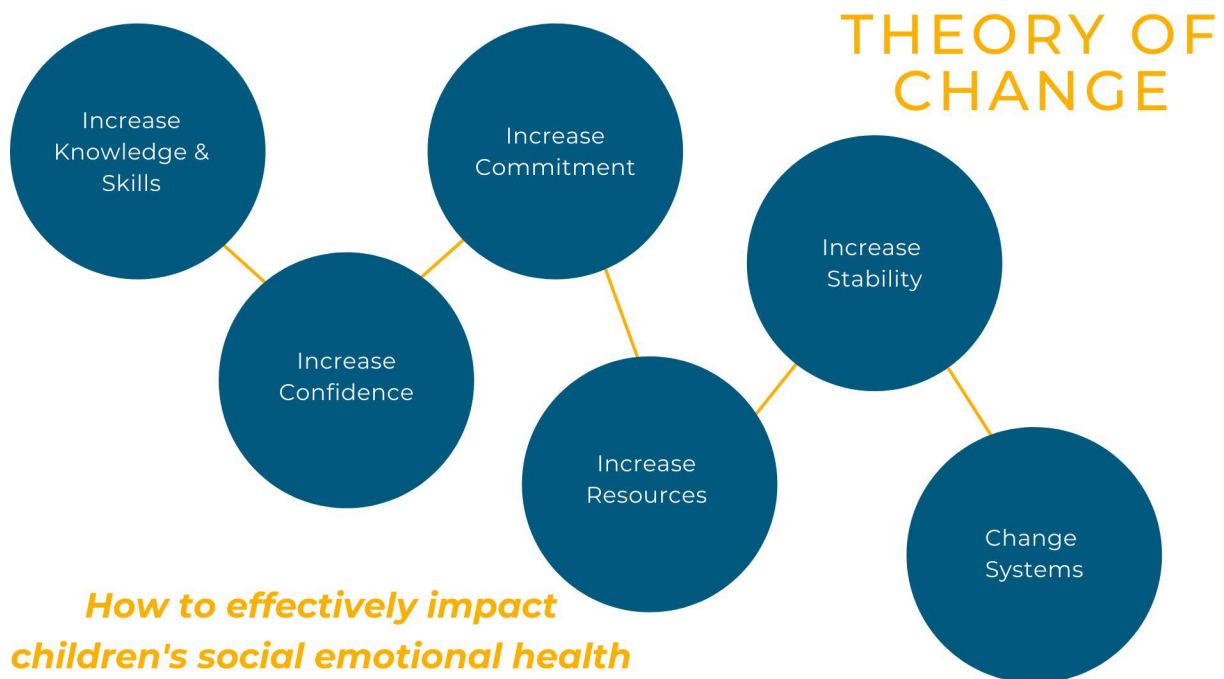
# Overview and Background

The John Rex Endowment’s refreshed mission is to strengthen organizations that center racial equity and justice to improve the social emotional health of children living in Wake County. This new mission marks a period of transition for the Endowment. We are making changes to our grantmaking based on our own understanding of racial equity and justice in philanthropy. As we build our capacity to lead with a racial equity lens, we know we must address any issues related to children’s social emotional health with an intentional focus: the health and wellness outcomes of those made most marginalized by structural racism.

We believe that by strategically investing in this way, we can move closer to the ultimate goals of achieving better health and wellness for all children and families in Wake County—Black, Indigenous, Latinx, other persons of color (BILPOC), and white.

We know many organizations in Wake County have realized that if we want to create sustainable change, we must consider how race is operating in the lives of the children we serve. We created this funding opportunity after hearing from current grant-funded partners and other likeminded organizations that want to do similar work within their own organizations and the systems within which they operate.

The impact we hope to have with these grants is to provide designated funds to continue building capacity in several ways—an increase in knowledge, skills, confidence/commitment, and resources/stability—as we work to strengthen the systems that support the social emotional health of children.



## What We Will Fund

In this Request for Proposals, the John Rex Endowment will award up to four (4) Racial Equity Capacity Building Grants. The grant term is three years, beginning July 1, 2022. Funding requests may be up to \$225,000 (\$75,000 per year).

These grants will include:

- **An Exploratory Phase:** for grantee organizations, alongside their chosen consultant, to build trust and select the areas in which they would like to strengthen their organization's racial equity commitment. **Grantees must work with an outside consultant during this phase.** (*Learn more about this on page 5*).
- **A Planning and Implementation Phase:** to map out, test, and/or implement prioritized recommendations from the Exploratory Phase.

This structure is similar to our “traditional” Nonprofit Capacity Building grants, though this new round of grants intentionally focus on strengthening racial equity capacity.

Grantees can use funds to support consultant engagement fees, staff time, meeting costs, and materials/resources for learning.

Here are example ways that grantees may use their funding (*these are examples only, and applicants should feel free to suggest activities beyond these examples*). To:

- Understand current conditions that are impacting BILPOC children (this includes racial dynamics within a racial identity along with across racial identities).
- Analyze a policy or system to understand its impact on the issue the organization is trying to address, focused on BILPOC children around racial equity.
- Help staff and/or volunteers address their own racial biases, internalized oppression, etc. It can also help teams access staff coaching individually and/or in affinity groups.
- Implement more racially equitable organizational approaches (i.e., personnel policies, programming, governance/decision-making, community relationships, allocation).

# Eligibility and Selection Criteria

The John Rex Endowment will review online Letters of Intent for Racial Equity Capacity Building grants **only for organizations that meet the following eligibility criteria:**

- ✓ Received a John Rex Endowment grant within the last five (5) years (2017-2021).  
*(Please Note: We are opening a future funding opportunity this summer for organizations that have never received a John Rex Endowment grant and/or received funding prior to 2017).*
- ✓ Are a 501(c)(3) organization (or using a fiscal sponsor) that is not part of a hospital system, K-12 school, or postsecondary colleges and universities.
- ✓ Focused on strengthening their understanding of ways to serve and advocate for the social emotional needs of Wake County children (aged 0-18) and their families, particularly for those made most marginalized by structural racism.

*Please Note: Awards will not be granted to, or on behalf of, individuals. We are contacting eligible organizations with instructions on how to apply. If you have questions about your previous grant award's date or believe your organization was mistakenly left off the list of grant-funded partners within the past five years, please [contact us here](#).*

*For shared learning purposes, the John Rex Endowment is prioritizing organizations that are not affiliated with hospitals, K-12 schools, or postsecondary colleges and universities in this funding cycle. We look forward to engaging with these partners to learn more about their racial equity needs in the near future.*

We are selecting Letters of Intent (LOIs) and inviting full applications based on the following **criteria:**

- ✓ **Intentional focus on addressing the social emotional health of children:** Description of how programmatic offerings are designed to show an impact on children's social emotional health.
- ✓ **Clearly stated needs:** Understanding of the organization's current needs related to racial equity and how a racial equity focus will help improve children's social emotional health.
- ✓ **Organizational support:** Demonstrated commitment of board, key leadership, and staff to engage in racial equity education and potential subsequent changes.
- ✓ **Prior racial equity work:** Description of any previous internal racial equity work and a connection to the current request.

# Working with Consultants

Working with an outside consultant is required as part of the Racial Equity Capacity Building Grant's Exploratory Phase (see “*What We Will Fund*”).

The John Rex Endowment does not endorse or recommend consultants or consultant firms. However, we know consultant engagement of this kind may be unfamiliar to many organizations. We have engaged with several consulting firms\* that applicants may consider as they explore their options.

Please see our [Working with Consultants](#) guide for questions you can use to identify the best consultant for your organization. The guide also provides general tips on grantee-consultant relationships.

Consultants or consultant teams should have:

- ✓ State of NC regulations and licensure requirements, as applicable depending on the consultant type.
- ✓ A minimum of five years of racial equity experience (as staff, leadership, member, or consultant).
- ✓ A minimum of two years of recent experience and demonstrated effectiveness working in a consulting role.
- ✓ Proven experience centering racial equity in organizational development and/or capacitybuilding activities.

Some characteristics to consider are:

- Centering racial equity in organizational assessments and/or organizational change.
- Designing and conducting racial equity training.
- Coaching staff and board and/or facilitating affinity groups.
- Working with organizations similar to yours.
- Working with staffs and boards at least somewhat similar to yours.
- Overall—supporting organizations to advance their racial equity journey healthily and successfully—as reported by those organizations themselves.

*\*Applicants may contact the John Rex Endowment to receive a list of these consulting firms for reference.*

# Application Process

The John Rex Endowment uses an online grant application and management system. If you have previously set up an account for your organization, you may use that account for this submission as well. First-time users of the system will need to create an account in order to apply online.

Please see the [guidelines and tips for using our online grant management system](#).

## STEP 1: LETTER OF INTENT

- Sign into the John Rex Endowment’s online grant management system. Locate, complete, and submit the Letter of Intent (LOI) form.
  - **Returning Users:** If you have previously set up an account for your organization, you may use that account for this submission as well.
  - **First-Time Users:** Please create a user account to access our online management system.

*Interested in reviewing the LOI questions before applying? No problem! Potential applicants are welcome to sign in or create an account to access the LOI form.*

## STEP 2: APPLICATION

- To Apply—we will invite applicants to submit a full application or send a notice that the LOI is declined the week of March 21, 2022. Applications are forms in the online grant management system. They feature a series of in-depth questions about your proposed work, along with a detailed budget, and other attachments that help the John Rex Endowment understand your organization and what you are proposing.

## STEP 3: BOARD OF DIRECTORS REVIEW AND AWARD DECISION

- Applications are reviewed by the Endowment’s Grants Review Committee, who decide which applications proceed to the Board of Directors. We will share each applicant’s status following the committee’s review in May 2022.
- The Committee then makes recommendations to the Board of Directors for award consideration and approval. We will share each applicant’s status following the board meeting in June 2022.

# Key Dates in Application Process

## Letters of Intent (LOIs) due March 15, 2022

Thursday, February 24, 2022 at 11 AM EST	<a href="#">Informational webinar #1</a> <i>Open to the public regardless of eligibility.</i>
Tuesday, March 1, 2022 at 3 PM EST	<a href="#">Informational webinar #2</a> <i>Open to the public regardless of eligibility.</i>
Tuesday, March 15, 2022 by 11:59 PM EST	Letters of Intent (LOIs) due
Week of March 21, 2022	John Rex Endowment invites selected LOI applicants to complete a full application
Tuesday, April 26, 2022 by 11:59 PM EST	Applications due
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Week of June 7, 2022	Applicants notified about funding decision
Friday, July 1, 2022	Grant start date

# John Rex Endowment's Racial Equity Journey

From the John Rex Endowment's personal experience of building knowledge to center racial equity in our work, we recognize this is not an easy endeavor to undertake nor are they easy conversations to have. However, our efforts are meaningful and necessary. We understand racial equity work can feel like it is moving too slowly at times, and in others, too quickly. We also acknowledge that this work can be exhausting, as we work to do things the right way, and face the fear of unintentionally causing further harm to those we serve and the colleagues we work with. Furthermore, racial equity needs to look and feel different for those who identify as BILPOC compared to those who identify as white, as the contexts of intra-racial dynamics come into play. We understand these experiences have been and will be shared by our nonprofit partners as well. We are approaching these grant relationships with the transparency and flexibility needed to foster growth.

## Overview of our Mission and Guiding Principles:

The John Rex Endowment's work is guided by our mission to strengthen organizations that center racial equity and justice to improve the social emotional health of children living in Wake County.

The Endowment uses the following descriptions of key terms to help us live out this mission:

- **Children's social emotional health** is related to a child's ability to understand their own feelings and emotions, as well as the feelings and emotions of others. It is essential as they learn empathy and establish and maintain social relationships.
- **Capacity Building** is about organizations cultivating the leadership necessary to be effective as they fulfill their missions in ever-changing contexts. This may be in the form of gaining additional knowledge, skills, resources, or other tools to help them provide solutions to the issue being addressed.
- **Racial Equity** acknowledges the unfair distribution of pain and suffering to those who have been denied access. It focuses on the prevention of harm and the redistribution of benefits— providing collective access to those who have barriers within current systems. ([Grantmaking with a Racial Justice Lens: A Practical Guide](#))
- **Racial Justice** includes racial equity but adds dimensions of power building and transformation. Racial justice calls for change and the removal of barriers. It focuses on the building of new systems and gives power to disenfranchised people to change the fundamental rules of society. ([Grantmaking with a Racial Justice Lens: A Practical Guide](#))

Please see our [Glossary](#) for more details and other descriptions the John Rex Endowment uses in our work.



# John Rex Endowment's Racial Equity Journey

The Endowment prioritizes the following **Guiding Principles** in our grantmaking:

- **Focusing on the social emotional health of children** (i.e., strategies and programming with an intentional focus on tracking a child's ability to understand the feelings and emotions of themselves and others).
- **Committing to and deepening our understanding of health and racial equity** (i.e., how racial dynamics are operating in the distribution of resources and formation of relationships in past and present contexts).
- **Building leadership and effectiveness** (i.e., capacity building) by providing access to tools, resources, and skills to address pressing needs in the community.
- **Supporting promising and proven practices**, examining successful practices to learn what equity gaps may have existed in our previous work.
- **Focusing on prevention strategies** that support children's well-being before challenges arise or accelerate.

# Resources

1. "[Child Well-Being: Constructs to Measure Child Well-Being and Risk and Protective Factors that Affect the Development of Young Children.](#)" Child Trends, June 2016.
2. "[Grantmaking with a Racial Justice Lens: A Practical Guide.](#)" Philanthropic Initiative for Racial Equity, December 2019.
3. "[How Racism Can Affect Child Development.](#)" Harvard Center on the Developing Child, 2020.
4. "[Overcoming Racial Bias in Philanthropic Funding.](#)" Stanford Social Innovation Review, May 2020.
5. "[Overcoming Racial Equity Fatigue.](#)" Stanford Social Innovation Review, December 2021.
6. "[Positive Racial Identity Development in Early Education: Understanding PRIDE in Pittsburgh.](#)" University of Pittsburgh Office of Child Development, June 2016.
7. "[Promoting Racial Equity in Early Childhood.](#)" Zero to Three.
8. "[Reimagining Capacity Building: Navigating Culture, Systems & Power.](#)" Grantmakers for Effective Organizations, November 2021.
9. "[Resources to Support Children's Emotional Well-Being Amid Anti-Black Racism, Racial Violence, and Trauma.](#)" Child Trends, June 2020.
10. "[Respond To Internal Resistance to Racial Justice Lens.](#)" Philanthropic Initiative for Racial Equity, 2020.
11. "[The Curb Cut Effect.](#)" Stanford Social Innovation Review, Winter 2017.
12. "[The Hidden Cost of DEI Work—And What to Do about It.](#)" Nonprofit Quarterly, August 2021.
13. "[What is Social-Emotional Development?](#)" Early Childhood Connections, 2020.