



Health Forward
FOUNDATION

FUNDING OPPORTUNITY

EQUITY, INCLUSION, AND
ANTI-RACISM | 2023



OPPORTUNITY OVERVIEW

Health Forward is pleased to announce a funding opportunity to support equity, inclusion, and anti-racism capacity building work for predominantly white-led or governed organizations working with and serving Black, Indigenous, or Latino communities.

Health Forward will award up to \$900,000 in grants to be distributed in 2023.



Health Forward's Purpose

Every day we work to support and build inclusive, powerful, and healthy communities characterized by racial equity and economically just systems.

KEY INFORMATION

Purpose Area: Platform – with focus on capacity building for equity, inclusion, and anti-racism.

Strategy: We seek to shape community understanding around racial equity and economic inclusion as a pathway to health equity.

Deadlines:

- Sept. 18, 2023: Basic applications due by noon
- September 2023: Health Forward will request additional information, as needed
- Oct. 1-15, 2023: Health Forward will review applications
- November 2023: Award grants

Grant term: Up to 12 months

Grant type: We anticipate that most awards will be restricted to purpose and/or restricted to budget. Applications will be evaluated on a case-by-case basis. Organizations can apply for equity, inclusion, and anti-racism consultation, program design, and implementation support aimed at operationalizing equity, inclusion, and anti-racism within the organization.

Grant awards:

Maximum award for 12 months: \$50,000

Our purpose-driven plan: Our work is guided by our purpose plan strategies in the areas of People, Power, Place, and Platform. This grant opportunity is supported by our Platform purpose area to shape community understanding around racial equity and economic inclusion as a pathway to health equity. For more information on our purpose plan, please visit [our website](#).

CONNECT WITH US!

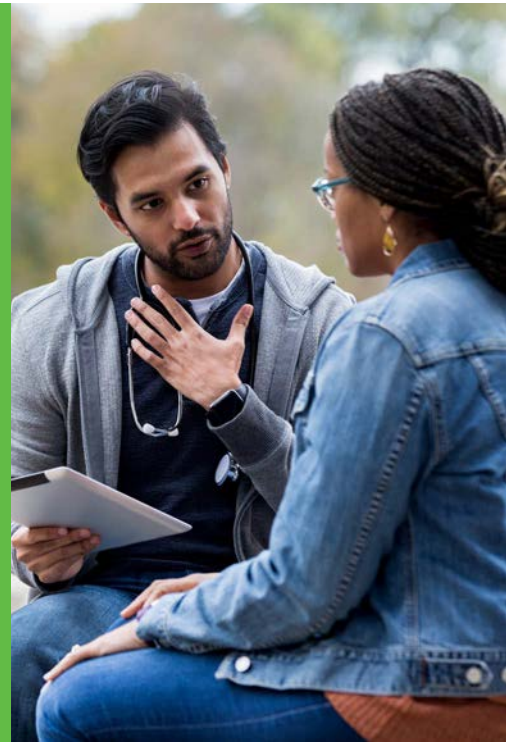


Want to discuss this opportunity with us? [Connect](#) with an impact strategist (formerly program officer) or request a [consultation](#) on our website. We are available to discuss your work before you submit your basic application. We encourage people and organizations who are new to Health Forward to seek a consultation prior to submission.

FUNDING PRIORITIES

Health Forward will fund capacity building efforts that support equity, inclusion, and anti-racism. Efforts may include:

- Equity, inclusion, and anti-racism training
- Strategic planning for organizational practice and policy change
- Board development
- Community engagement and listening sessions
- Hiring of consultant(s) that support these efforts.



The below resources are provided to aid your organization in advancing internal change.

- [Awake to Woke to Work@: Building a Race Equity Culture™](#)
- [National Museum of African American History & Culture: Being Antiracist](#)
- [BoardSource: Diversity, Inclusion, and Equity within Boards](#)
- [National Council of Non-Profits: Why Diversity, Equity, and Inclusion Matter for Nonprofits](#)
- [DonorBox: How To Develop DEI Initiatives in Your Non-Profit Organization](#)



WHY THIS APPROACH TO CAPACITY BUILDING?

Nonprofit organizations and their leaders play vital roles in advancing equitable policies, practices, and resources focused on health equity. We believe that those closest to a situation, with lived experience, and who are reflective of the communities they serve, are best equipped to understand which solutions work best to address these situations in their communities. However, according to national studies, 79% of nonprofit boards and leaders are non-Latino whites, and 58% of rural

nonprofits serving diverse communities have no people of color on their boards. For organizations whose leadership or boards are predominantly non-Latino white, learning about, and growing accountability for, equity, inclusion, and anti-racism practices is necessary to support Black, Indigenous, or Latino communities well, and, vital in equitably fulfilling an organization's mission.

WHO SHOULD APPLY?

This funding opportunity targets organizations that are:

- Organizations seeking to build accountability for inclusive policies and practices in their work
- Predominantly white-led or governed organizations working with and serving Black, Indigenous, or Latino communities in Health Forward's service area (See specific definitions under eligibility criteria)
- Doing work that aligns with one or more of [Health Forward's purpose areas](#) – People, Power, Place, and Platform.



OUTCOMES AND IMPACT WE SEEK

Stronger community organizations and voices through:

- Increased community knowledge of the connection between race equity, economic inclusion, and health equity
- Increased recognition of racial equity and economic justice among stakeholders

ELIGIBILITY

Health Forward Foundation has general eligibility criteria that must be met by all applicants for all our funding opportunities. [These criteria are available on our website.](#)

Eligible organizations must:

- Work in Health Forward's Service Area – Wyandotte, Johnson, and Allen counties in Kansas, and Cass, Jackson, and Lafayette counties in Missouri, as well as all of Kansas City, Missouri, including portions of Clay and Platte counties
- Have an annual operating budget of over \$5 million and more than \$1 million if rural-based

APPLICATION PROCESS

The first step in the process is submitting a basic application. This is meant to give a brief overview of your organization's work and alignment with this funding opportunity. Based on this information, some applicants will be selected to move forward in our funding process. We are available to consult with applicants prior to the basic application deadline. You can submit a request for a consultation on our website.

Begin a new basic application by accessing our grantee portal. A Word document template is included with this funding announcement.

New applicants may set up an account through our grantee portal. If you need assistance, contact our grants administration team at grantsadmin@healthforward.org or 816-241-7006.

NEXT STEPS

Following the basic application deadline at noon on Monday, Sept. 18, our impact strategists (formerly program officers) will begin to review the basic application. During this period, we may follow up with you for additional information to better understand your basic application.

We will invite some applicants to move forward in our process and submit additional information. Unfortunately, due to limitations in our funding and our desire to be respectful of applicants' time and resources, not all applicants will be invited to continue in our process. If we move your basic application to the next phase of our process, some additional information may be requested at that time. Shortly after this period, we will undergo a final review phase and may follow up with any remaining questions to help deepen our understanding of your work.

We will award these grants in late Fall 2023.

SUPPORT BEYOND THE CHECK

In addition to grant dollars, funded partners may have access to learning opportunities and additional support. Once partners are selected, Health Forward will collaborate with them to identify needs and co-design opportunities that may include training, shared tools or resources, contracted services, co-development of shared metrics, etc.



DEFINITIONS

Here's what we mean when we say...

PREDOMINANTLY WHITE-LED OR GOVERNED ORGANIZATION

Nonprofit organizations in Health Forward's service area whose leadership and board predominantly identify as non-Latino white.

HEALTH EQUITY

Health equity means that everyone has a fair and just opportunity to be healthy. It requires actively removing obstacles to health that drive health disparities – barriers that are rooted in structural racism and economic inequity, such as poverty, discrimination, and their consequences. It means actively building the conditions for health including good jobs with fair pay, high-quality education and housing, safe environments, health care, and equal access to power.

RACIAL EQUITY

Racial equity is both an outcome and a process. As an outcome, we achieve racial equity when race no longer determines one's socioeconomic outcomes, when everyone has what they need to thrive. As a process, we apply racial equity when the people most affected by structural racial inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.

LEADERSHIP DEVELOPMENT

Preparing and connecting leaders to grow, increasing the effectiveness of their organizations, and working within and across their communities to support systemic change that promotes health equity, race equity, and economically just systems.

ANTI-RACISM

Being anti-racist results from a conscious decision to make frequent, consistent, equitable choices daily that advance people of color. These choices require ongoing self-awareness and self-reflection as we move through life. In the absence of making anti-racist choices, we (un)consciously uphold aspects of white supremacy, white-dominant culture, and unequal institutions and society. Being racist or anti-racist is not about who you are; it is about what you do.

"To be anti-racist is a radical choice in the face of history, requiring a radical reorientation of our consciousness."
– Ibram Kendi, founder of the Center for Antiracist Research at Boston University

CAPACITY BUILDING

An investment in the effectiveness of a nonprofit to achieve its mission. Capacity building supports organizations to deliver stronger, quality programs, take risks, build connections, innovate, and grow.



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ABOUT HEALTH FORWARD

Health Forward Foundation is a nonprofit health conversion foundation formed in 2005. Every day we work to support and build inclusive, powerful, and healthy communities characterized by racial equity and economically just systems.

Healthy people need healthy communities. We recognize that racial equity and economic inclusion overlap. We cannot have one without the other. We also recognize that our effort to build racial equity and economically just systems commits us to changing the education, health, and political systems that make up our society. These changes mean healthier people, an increase in community power, and creating equitable and just places.

We invite you to learn more about Health Forward Foundation by visiting [our website.](#)

