**Community Foundation Equity Network**

Program Summary & Application

**A Signature Learning Opportunity**

The Community Foundation Equity Network uses our iterative, action-oriented peer learning approach that has been honed over a decade of CFLeads programming. It is designed to help community foundations advance racial equity in their communities and internally within their organizations. The Equity Network is guided by PolicyLink and other national racial equity experts who provide substantive information on racial equity practices and connect teams to relevant resources.

**About the Network**

This, the third class of the Community Foundation Equity Network, will consist of five-person teams organized by each of the six participating community foundations.

Teams will include:

* The community foundation CEO, who is positioned to affect change and has the external relationships necessary to bring local partners to the table;
* At least one community foundation board member;
* One or two senior staff members; and,
* At least one community partner, such as a representative from a local community organization, representative of local or regional government, or other local foundation.

The cohort will attend the Network Orientation on Thursday, December 2, 1:00 to 4:00 p.m. Eastern, and Friday, December 3, 12:00 to 3:00 p.m. Eastern, held virtually. The Orientation will include The Racial Equity Institute’s Groundwater Presentation. This is a highly regarded training for individuals at any point in their racial equity journey. Following the Orientation, the Network will meet three times during 2022. The Network meetings will be in-person, with possible interim discussions conducted electronically. Each in-person meeting will take place over two full days, to begin on the morning of the first day and conclude at the end of the second day.

Meeting elements will include:

1. Customized program content from PolicyLink and other field experts;
2. Structured peer advising;
3. Team action planning; and
4. Informal networking time.

**Benefits to Community Foundations Participating in the Network**

If selected for participation this cohort of the Equity Network, your community foundation will:

* Gain a better understanding of the historical and contemporary racial equity context -- nationally, regionally, and locally;
	+ - * Obtain an understanding of strategies that increase racial equity;
* Strengthen the organizational capacities needed to advance equity strategies, including greater alignment of board, senior management, and staff around your equity vision;
* Build the external competencies to increase racially equitable outcomes in the community;
* Create short-term action plans your team will carry out *between* the Network meetings, leading to greater team effectiveness; and
* Participate in regular, organized and well-structured exchanges with other community foundations, leading to strong peer connections to draw upon in the future.

**Required Community Foundation Commitments**

CFLeads is committed to building a community of practice. The Network participants will maximize their experience and the experience of others when all members fully participate. Each community foundation has much to give and much to gain.

To participate in the Community Foundation Equity Network, selected community foundation teams commit to:

1. The creation of a 5-person team as outlined above, who remain consistent throughout.
2. Full team attendance at the Network Orientation (Thursday, December 2, 1:00 to 4:00 p.m., Eastern, and, Friday, December 3, 12:00 to 3:00 p.m., Eastern) held virtually; two days
3. Full team attendance at all three meetings of the Network:
	1. Meeting 1: February 8 – 9, 2022 (in-person, location TBD)
	2. Meeting 2: June 15 –16, 2022 (in-person, location TBD)
	3. Meeting 3: October 4 –5, 2022 (in-person, location TBD)

Should public health guidelines require it, we will give you advanced notice of any meeting schedule changes.

1. 90-minute team interviews in advance of each Network learning meeting.
2. Completion of team homework in advance of each meeting.
3. Active engagement with other participating community foundations to further learning.

There is no fee to participate in the Community Foundation Equity Network. If selected, community foundation teams will be responsible for travel and accommodations for all team members to all meetings.

**Key Application and Network Launch Dates**

A summary of the key dates for the next few months is below. Note there are additional project dates, including planned Network meeting dates, as discussed above and in the attached application form.

1. **September 9, 2021:** Applications due. Please submit your application via email to Alaina Ennamorati, Project Coordinator at aennamorati@cfleads.org.
2. **October 12, 2021**: Announcement of community foundations selected to participate in Community Foundation Equity Network. Selected community foundations receive Terms of Participation from CFLeads
3. **October 26, 2021**: Community foundations return signed Terms of Participation to CFLeads.
4. **November 8 - 12, 2021:** CFLeads holds team interviews with Network participants.

**Questions?**

If you have questions on the Community Foundation Equity Network, please email **Angela Brown**, CFLeads Vice President for Policy and Program at**Abrown@cfleads.org****.**

**Ready to Apply?**

Please complete the application form on the following pages. Please send your completed application to Alaina Ennamorati at aennamorati@cfleads.org by September 9.

*The Community Foundation Equity Network is funded by the Borealis Philanthropy’s Racial Equity in Philanthropy (REP) Fund.*



**APPLICATION TO PARTICIPATE IN**

**CFLEADS COMMUNITY FOUNDATION EQUITY NETWORK**

**August 3, 2021**

**Section 1: Your Community Foundation and Team**

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| Community Foundation or Affiliate: |       |  |
| Address: |       |  |
| Year founded: |       |  |
| Geographic area being served: |       |  |
| Staff size: |       |  |
| Primary Contact Regarding the Application Process:      \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Title:      \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Phone:      \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Email:      \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

If you are an affiliate, please provide the following about your community lead: Name, CEO, and contact information.

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Please provide the names, titles and contact information for each team member that would participate in the Community Foundation Equity Network. Please discuss any of your foundation’s staff members you anticipate will allocate a significant amount of their time to your equity work going forward.

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**Section 2: About Your Community Foundation**

1. Has your community foundation embraced advancing racial equity as an organizational priority? Where relevant, please share your mission statement, strategic plan, list of organizational values or other organizational documents where equity is incorporated. List relevant document(s) below and attach.

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1. Increasingly, community foundations are taking steps to ensure that race and ethnicity do not determine life outcomes. What has been the community foundation’s decision-making process that led it to establish advancing racial equity as an organizational priority? Please briefly describe one or two organizational actions the CEO or board took to help ensure the success of the work. Please focus on any steps taken within the past year or two. List **no more than two** examples below.

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1. Has your community foundation offered trainings, workshops, or presentations on racial equity topics to foundation staff and/or board members? Please describe **one or two** activities, the date they took place, and who participated (board, senior leadership, full staff, etc.)

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1. Please describe the community foundation’s racial and ethnic diversity at the staff, senior staff, and board levels.

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**Section 3: Your Current Activities**

1. CFLeads holds as a core value that it is critical to build communities where race and ethnicity do not determine life outcomes and where all prosper. Please tell us about your foundation’s current work to advance equity. In a few paragraphs, please describe:
2. Desired equity impact: What result(s) do you hope to achieve in the community? Has your community foundation identified any equity-related population-level result(s) that it is or will advance in the community?
3. Application of an equity lens: Has your community foundation begun to apply a racial equity lens to an issue area? If so, please describe.
4. Public communications on equity: Has your community foundation begun to share its racial equity goals and strategies with external audiences, e.g., residents, local decision-makers, local government, other funders? If so, please describe.
5. Approaches/tools: What approaches, or tools are you using or do you plan to use? Please describe any 1) data-gathering and dissemination, 2) cross sector collaborations, 3) community/resident engagement, 4) efforts to influence public policy, and 5) financial resource development and support (including grantmaking) you are conducting in pursuit of your equity goals. Include key partnerships, if any, in which partners work closely with you in advancing the desired racial equity impact(s.)

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1. Progress to date: What are the *one or two* most important racial equity-related results your foundation has accomplished to date? Please describe in a paragraph or two.

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1. Please briefly describe any of your community foundation’s recent activities with nonprofit organizations, including neighborhood or civic associations, led by people of color.

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1. What are you seeking to gain from participation in the Community Foundation Equity Network? Please identify the top one or two outcomes of participating in the Community Foundation Equity Network that would most make your participation worthwhile.

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1. Is there anything else you would like to share with us?

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**Section 4: Expectations**

As is described in the above Summary, the success of the Community Foundation Equity Network depends on the full commitment of each participating team. While we understand that conflicts will occasionally arise, we expect participants will commit to:

* Creating a five-person team that must include the community foundation’s CEO, a board member, a senior staff member or two, and a community partner;
* Full and consistent team attendance at the three, two-day meetings that are a hallmark of this initiative; and
* Actively sharing and learning in real time with community foundation peers.

**Section 5: Signatures**

**CEO commitment from community foundation or affiliate**

By signing below, if selected to participate, I agree to all of the commitments and expectations set forth in the Community Foundation Equity Network overview and this application.

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Signature of CEO

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Date

**Commitment from lead community foundation CEO on behalf of affiliate (if relevant)**

By signing below, I acknowledge and support the application from an affiliate of the community foundation I represent.

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Name of lead community foundation

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Signature of CEO of lead community foundation

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Date

**Application Submission**

Applications are due 11:59 p.m. Eastern, September 9, 2021. Please send applications to:

Alaina Ennamorati, Project Coordinator, at **aennamorati@cfleads.org**.