

Frequently Asked Questions (FAQs): Equity Collective Initiative

(Last updated: July 13, 2021)

What is the purpose of this Initiative?

Historically, community-based organizations led by people of color and that are deeply rooted in health equity and racial justice have not been afforded the same access to resources to sustain their work and build power. The Equity Collective Initiative aims to help shift that trend by providing one-time investment awards to selected organizations to develop their own approaches and long-term direction to drive health equity and racial justice work forward. We envision the Equity Collective Initiative as a long-term effort that will be sustained, at minimum, for five years.

What types of organizations are eligible?

Community-based and grassroots organizations that are based in Colorado and focus specifically on Colorado communities. Public agencies, grantmaking foundations and intermediary funders, 501(c)(4)s, universities and colleges, school districts, trade associations and for-profit entities will not be considered.

How much will be awarded to selected organizations?

One-time investments ranging from \$750,000 to \$1,500,000 will be awarded to selected organizations.

Will the award be for general operating support?

At least 80% of the investment award will be designated for long-term investment strategies, and up to 20% may be used to support general operational costs. Examples of long-term strategies and approaches the Initiative intends to support include, but are not limited to:

- Creating an endowment to achieve financial sustainability and support organization's long-term health equity and racial justice efforts.
- Building cash reserves to stabilize and scale up organizational capacity.
- Long-term investments such as real estate acquisition to build financial equity, create stability and/or expand revenue streams.
- Other financial tools to leverage lending power and/or other institutional investments.

How is the Initiative different from the Foundation's funding opportunities?

The Foundation's funding opportunities support programmatic or project-oriented work, whereas the Initiative will not support programmatic or project-oriented work. Instead, the Initiative is designed to provide one-time investment awards to seed organizations and better resource them to build power within and across the communities they serve over the long-term.

What do you mean by advancing work "with" and "by" community?

The Equity Collective seeks to support long-term actions by organizations that are positioned to advance work "with" and "by" the communities they exist to serve. "With" in this context means that the focus population is working in direct partnership with your organization and sharing authority over planning, design and implementation of your work. Ideally, long-term actions and priorities will be lead "by" community. "By" in this context means that the focus population itself is driving the action with full authority over planning, design and implementation.

What do you mean by self-determined approaches?

Self-determined approaches include those strategies, objectives and actions an organization is able to develop and implement through internal capacity – unconstrained by external dependencies, support or contingent relationships.



What kinds of technical assistance will be available?

In addition to making one-time investment awards, the Foundation will be working directly with organizations selected for the Initiative to identify technical assistance needs. These supports could include financial and investment support, policy and communications capacity, legal support and other assistance. The Foundation will also be working directly with organizations selected for the Initiative to identify wraparound support needs.

What is the participatory review process?

In short, the participatory review process entails review and discussion of applications submitted for the Equity Collective Initiative, in partnership with other applicants and Foundation staff. By completing and submitting an Equity Collective Initiative application, you as the applicant organization are agreeing to engage in the participatory review process, if selected.

What information about my organization will be shared for the participatory review process?

The Foundation will share your application and supplemental application questions with organizations involved with participatory review. It is important to note that the Foundation will not share information of a sensitive nature – such as organizational financials – with organizations involved in participatory review.

How will decisions be made?

Investment awards will be determined in three phases. The first phase will be determined by Foundation review to assess eligibility and basic fit with core criteria and characteristics. The second phase will include additional Foundation review and a participatory review process in which second phase applicants will have the opportunity to share perspectives on applications. The third phase includes final investment award decisions, which will be informed by the participatory review process and Foundation staff review.

When will decisions be made?

Final investment award decisions will be made by November 2021. Selected organizations will receive their investment awards by mid-December 2021. Final decisions about which organizations receive investment awards will be informed by the participatory review process and Foundation staff review.

If selected, what will our relationship with the Foundation and other awardees entail?

The Foundation will work directly with the Equity Collective Initiative awardees to identify the full scope and requirements of the ongoing relationship.

Can I still apply for other funding from the Foundation?

Yes. Visit our [Open Funding page](#) to learn about funding available for upcoming deadlines.

