

## The YWCA of the Mid-Peninsula Fund

### FAQ: YWCA Standards for Eliminating Racism and Empowering Women and Girls

The YWCA of the Mid-Peninsula Fund (FUND) asks applicants to specify in their proposals how they work towards *Eliminating Racism and Empowering Women and Girls*.

**1. Why are the goals of *Eliminating Racism and Empowering Women and Girls* included in the proposal requirements?**

*Eliminating Racism and Empowering Women and Girls* is the mission of all YWCAs in the United States, and this mission guided the work of the YWCA of the Mid-Peninsula (YWCA) for over 50 years. During that time the YWCA created over 54 multicultural programs; achieved parity in representation of communities of color among program participants, board and staff; initiated advocacy proposals for housing, multicultural education, affirmative action; and was the first to receive the national YWCA Racial Justice Award.

**2. Does an applicant organization/program need to meet both goals of the YWCA's mission?**

Yes. Why? Throughout its history, the YWCA has worked for equity and focused on both women's issues and the inclusion of persons of color. Likewise, each goal remains a priority for the FUND.

If you are requesting general operating support, your organization must meet the Fund's dual mission of *Eliminating Racism and Empowering Women and Girls*. If you are requesting program support, the program must meet the Fund's dual mission of *Eliminating Racism and Empowering Women and Girls* even if the organization does not.

**3. For the goal of *Empowering Women and Girls*, does an applicant organization/program need to serve women or girls exclusively?**

No. But if the program is coed, the applicant organization should describe the specific steps it takes to address the goal of *Empowering Women and Girls* within the program.

**4. For the goal of *Eliminating Racism*, does the applicant organization/program need to target people of color exclusively?**

No. But if the applicant organization's primary demographic served is not people of color, it should describe the specific steps it takes to address the goal of *Eliminating Racism* within the program.

While many FUND grantees have programs that specifically target underserved populations or communities of color in order to eliminate barriers, improve conditions, or support leadership development, the FUND recognizes the work of eliminating racism can be achieved in any variety of ways, such as bringing people together to work on issues of common interest, like advocacy or legislative policy, immigration reform, voters' rights, or to give testimony at public meetings.

**5. Does an applicant organization need to use the provided Budget Template and Diversity Chart?**

Yes. The Budget and the Diversity Chart are required to be submitted using the templates provided.

If there is an extenuating circumstance preventing your organization from using the required Budget Template, you must request prior authorization from the Fund in advance of the application deadline. Any applications that do not include the required Diversity Chart and Budget Template without prior authorization will be considered incomplete.

**6. What are some attributes the FUND looks for in an organization's proposal?**

- Is the organization/program **intentional** in addressing **both** goals of the YWCA's mission?
- Will the organization/program have an impact on bringing about social change?
- Are the organization's/program's results or outcomes measurable?
- Are communities of color represented in the organization's board, staff, volunteers and clients served by its programs? If not, is there a plan to achieve this?
- Does the organization/program have a plan to continuously foster a better understanding of racial justice and women's equality among its board, staff, volunteers and clients?
- Does the organization's/program's materials reflect diversity (website, newsletters, photographs, etc)?
- If relevant, does the organization advocate issues at the public policy or legislative level relevant to the FUND's mission?

**7. Will an organization/program be declined if it lacks attributes the FUND typically looks for?**

No. The FUND recognizes that achieving its mission of *Eliminating Racism and Empowering Women and Girls* is a long journey, and the work of different agencies/programs can be represented in varying ways along that continuum. For the FUND's purposes, it is the intentional and specific effort of each organization/program that must be evident and measurable.

**8. What are some examples of organizations/programs previously funded:**

- advance racial justice by supporting immigrants of color with the legal advice and services that they need to improve their immigration status and have more equitable access to community resources
- exist to address racial inequity and injustice for Latinas who sit at the intersection of gender and ethnic discrimination
- create educational equity for young people of color from foster care and remove the systemic racism and barriers that stand in the way of their dreams
- provide BIPOC communities with access to digital devices, STEM skills and knowledge, and opportunities within STEM fields
- provide free programs designed to serve Bay Area youth (99% youth of color) who have historically been excluded from the experience of outdoor education
- provide services to homeless and marginalized communities, recognizing that racism and bias has disproportionately unhoused people of color, lesbian, gay, bisexual, transgender and questioning (LGBTQ) youth

**9. What are the definitions and examples for the types of support the FUND provides?**

- General Operating Support – General operating grants are used to cover the day to day activities or ongoing expenses that advance the organization's general programs and mission.
- Program Support – Program grants are used for specific programs within an organization that are

working to eliminate racism and empower women and girls; this can include advocacy support, such as policy advocacy, organizing, legislator education and community education.