Advancing Equity Grants Program

Eligibility Determination

The Hampton Roads Community Foundation (HRCF) is committed to racial equity. Our vision is “a thriving community with opportunity for all.” As such, we are pleased to offer a grant opportunity, focused on racial equity that provides operating support for nonprofit organizations that have not typically received competitive community grants. These grants may be used to fund any aspect of the nonprofit’s mission including day-today operations. As one-year, non-renewable grants, they are targeted to nonprofits that primarily serve communities of color and provide programs and services to neighborhoods in Chesapeake, Franklin, Isle of Wight County, Norfolk, Portsmouth, Suffolk, and Virginia Beach. Preference will be given to organizations that demonstrate a commitment to racial equity as a core component of their services and programming.

Please review the RFP (found here) for full details on this opportunity then confirm your eligibility to apply for this opportunity below. If you do not meet the eligibility requirements, you will not be considered for funding.

Does your organization meet the eligibility requirements described in the RFP?*

Choices
Yes
No

Is your organization BIPOC-serving (BIPOC-serving nonprofits are those with the majority (51% or more) of your clients being Black, Indigenous, and People of Color)?*

Choices
Yes
No

Has your organization been a 501(c)(3) nonprofit public charity in good standing with the IRS since at least January 1, 2020?*

Choices
Yes
No

Does your board of directors consist of at least three members not counting the CEO or Executive Director?*

Choices
Yes
No
Is your operating budget $150,000 or less annually?*

**Choices**
- Yes
- No

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**Nonprofit Information**

**Mission**
What is your organization's mission statement?

*Character Limit: 500*

**Goals**
What are your organization's goals?

*Character Limit: 2000*

**Programs & Services**
What programs and services does your organization provide and for whom (e.g., older adults, teens 15-18 years old, children in foster care)?

*Character Limit: 3000*

**Service Area**
Which of the following areas of service BEST describes your organization? (Select one.) Please select "other" only when no other category can be used to define the organization's work.

**Choices**
- Arts and culture
- Assistance to Persons with Developmental Disabilities
- Economic Stability (Human Services)
- Educational Success
- Environmental Stewardship
- Health and Wellness
- Survivors of Abuse
- Other

**Program Location**
What area(s) currently benefit from your organization's programs and services? (Check all that apply.)

**Choices**
- Chesapeake
- Franklin
- Isle of Wight
- Norfolk
- Portsmouth
- Suffolk
Virginia Beach
Other

If you answered "Other" for Service Area or Program Location, please briefly describe here.
*Character Limit: 250

**Annual Operating Budget**
What is your board approved projected operating budget for the 2022 fiscal year?
*Character Limit: 20

**Full-Time Staff**
How many paid full-time staff members are employed by your organization?
*Character Limit: 5

**Part-Time Staff**
How many paid part-time staff members are employed by your organization?
*Character Limit: 5

**Volunteers**
How many volunteers assist your organization on a regular basis? Do not include Board members in the volunteer count.
*Character Limit: 5

**People Served**
How many clients/participants does your organization serve annually?
*Character Limit: 5

**Use of Funds**
What are aspects of your organization’s operation or programming that you would like to enhance or initiate with any funding you may receive?
*Character Limit: 2000

**Impact of Funds**
Why is it important for your organization to receive this funding? How will this funding make a difference for your organization?
*Character Limit: 2000

**Measures of Success**
How do you currently determine the success of your organization? For example, what measures of success do you use?
*Character Limit: 2000
Commitment to Racial Equity*
How does your organization demonstrate a commitment to racial equity?

*Character Limit: 2000

Diversity, Equity & Inclusion Efforts
Hampton Roads Community Foundation believes that racial equity is essential to the success of our region and its people. We further believe that advancing a more equitable and inclusive community is core to the mission of the Foundation. To that end, the Foundation strives to reflect and promote the diversity of the community in its grantmaking activity.

In the below questions, by "People of Color" the Foundation is referring to a social identity among and across groups of people who identify as non-White. The term embraces individuals from historically marginalized racial or ethnic groups such as, but not limited to, Native American/Indigenous, Black/African American, Hispanic/Latinx, Middle Eastern, Asian, and Pacific Islander.

Governing Board*
What number of people on your governing board identify as People of Color? What is the total number of people on your governing board? (Example: 4 of 10 board members identify as People of Color.)

*Character Limit: 55

What percentage of the organization's governing board identifies as People of Color? (example: 40%)*

*Character Limit: 3

Staff Leadership*
What number of people in your staff leadership identify as People of Color? What is the total number of people included in your staff leadership? (Example: 4 of 10 staff leaders identify as People of Color.) Staff leadership includes staff with the decision-making power regardless of rank or title. If the organization's Lead Executive is both a staff member and on the governing board, only include them in one category.

*Character Limit: 55

What percentage of the organization's staff leadership identifies as People of Color? (example: 40%)*

*Character Limit: 3

Clients/Participants*
Provide the percentage of the clients/participants served by your organization who identify as People of Color.
Character Limit: 3

Demographic Data Collection*
How does your organization collect the racial and ethnic data for organizational leadership and population served? Select all that apply. Note: The Foundation strongly encourages using self-identified demographic data.

Choices
Self-Identification: People select their own race/ethnicity. (Guardians may identify for children.)
Extrapolation: Percentages are assumed based on public information (i.e. school or city-wide data).
Observation: Racial and ethnic categories are assumed based on observing the person.
Other

Additional DEI Information
The Foundation acknowledges that an organization's commitment to diversity, equity, and inclusion may extend beyond the racial and ethnic information collected above. If you would like to share any additional DEI information with us, please do so here (e.g. other diverse populations served/represented; how the thoughts and needs of participants are included in the development and delivery of your programs; how community voices impact the values and decisions of the organization).

If your organization has a statement, policy or plan relating to DEI, attach a copy of that document. (Standard Equal Opportunity or Anti-Discrimination policies are not necessary to share.)

Character Limit: 1000 | File Size Limit: 3 MB

Uploads

Upload the following documents:

Board of Directors*
Upload a current list of the organization's Board of Directors and their corresponding affiliations, including employer.

File Size Limit: 2 MB

Financial Statements*
Provide the organization's most recent audited financial statements. If your organization does not have an independent audit, provide either a full 990, a 990 EZ with a profit and loss statement, or a 990N with a profit and loss statement. A profit and loss statement includes the organization’s revenues and expenses to date for the year.

File Size Limit: 5 MB
Operating Budget*
Provide the organization's current operating budget *including revenues and expenses* for the 2022 fiscal year.

*File Size Limit: 3 MB*

Authorization to Submit

I am authorized by my organization to submit a grant to the Hampton Roads Community Foundation.*

**Choices**

Yes

**ELECTRONIC SIGNATURE***

Enter your full name, business title, and the date of submission.

*Character Limit: 250*

Add grantinterface.com to your safe senders list to prevent messages from going to your spam/junk folder.

After submission, you should receive an automatic email confirming successful submission within 10 minutes. Critical future correspondence such as requests for additional information, grant agreements, and report reminders will be sent via email from administrator@grantinterface.com.