



National CAPACD Request for Proposals

2022 AA & NHPI Community Resilience Fund: Cross-Racial Allyship, Healing, and Solidarity

RFP Release Date: Wednesday, March 2, 2022
RFP Due Date: Friday, March 25, 2022, 11:59 PM PT
Informational Webinar: Thursday, March 10, 2022
4 PM ET/ 3 PM CT/ 2 PM MT/ 1 PM PT/ 11 AM HT
Register for info session here: <https://bit.ly/36Pp74L>

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1. SUMMARY & PURPOSE

The National Coalition for Asian Pacific American Community Development (National CAPACD), with generous support from the Democracy Fund and the Northwest Area Foundation, announces the 2022 Asian American, Native Hawaiian, and Pacific Islander (AA & NHPI) Community Resilience Fund. Building on the success of our 2020-2021 fund which focused on creating an economic recovery and providing immediate COVID-19 relief to AA & NHPI communities, the 2022 fund is specifically focused on *Cross-Racial Allyship, Healing, and Solidarity*. Through the 2022 Fund, National CAPACD intends to subgrant funding and other resources to our members for the purposes of supporting their own racial healing and organizational anti-racism work, and implementation of activities that build multi-racial coalitions and advance a progressive agenda for equitable and racially just community reinvestment.

Why a Fund focused on Cross-Racial Solidarity?

National CAPACD was established to fight institutionalized racism that impacted the ability of AA & NHPI communities and Black, Indigenous, People of Color (BIPOC) communities to equally access federal resources and to share strategies being implemented locally across the country. Many of our member organizations were founded during the civil rights movement of the 1960s, in coalition and partnership with BIPOC communities, and have deep experience in building multi-racial solidarity. In the current moment of COVID-19 economic recovery, rising anti-Asian hate and violence, and racial reckoning around the history of anti-Black racism in the U.S., our agencies must deepen our long-term commitment to racial justice, including building partnerships with Black, Native, and Latinx-led organizations and communities. In recognition that many organizations face barriers to accessing funds to finance internal and external racial equity work, National CAPACD has developed this opportunity that will support community-based organizations with flexible funds to seed long-term racial equity strategies in AA & NHPI communities and neighborhoods.



Fund Objectives

Our long-term objectives are to end systemic racism, by supporting the capacity of AA & NHPI community based organizations (CBOs) to invest in their internal and external racial equity strategies **for community development goals** (see National CAPACD’s Vision of Healthy Thriving Communities in the Additional Resources section).

As a result of investments made by the Fund, we hope to:

- **Build capacity** of local organizations to participate in and lead in the work of local coalitions focused on equitable community development and closing the racial wealth gap;
- Address **divisions** by sub-granting to member CBOs to build the capacity of multiracial coalitions that address segregation and displacement;
- Address barriers to **economic opportunities** by supporting **racial healing** and equity training for local CBOs engaged in community-centered development in low- and moderate-income AA & NHPI communities;
- Advance **relationship building** by integrating cross-racial solidarity and relationship building with fellow BIPOC leaders to unpack complex power dynamics and compounding forms of oppression expressed in anti-Black and anti-Asian racism.

Some examples of programs from National CAPACD’s network that would fit into our definition of Cross-Racial Allyship, Healing, and Solidarity, include the following: (This is not an exhaustive list, but meant to provide context of the types of programs that we may fund)

- **Internal education or anti-racism training programs** to educate front-line program staff or community members on topics such as the historical roots of anti-Asian and anti-Pacific-Islander racism, anti-Blackness, and settler colonialism that deepen understanding and foster better communications, connections, and working relationships;
- **Political action or advocacy** in partnership with Black, Indigenous, and Latinx- led organizations that magnify their impacts and outcomes (i.e. housing, community planning, environmental justice, etc.)
- Programs which **bring together directly impacted** AA & NHPI clients with other communities of color for **solidarity, healing, or education** through work such as acknowledging, understanding and combating the impacts of personal and systemic racism. This may include arts, culture and storytelling approaches.
- **Healing justice activities** which help organizational staff or community members to address internalized racism, practice authentic care and respect for diverse peoples, and build long-term relationships to engage in collective healing (may include transformative justice, mediation, or accountability processes).

2. GUIDELINES FOR SUBMISSION AND ASKING QUESTIONS

All applications are due by Friday, March 25, 2022, 11:59 pm PDT and should be submitted [online via National CAPACD’s grant portal](#). The attached user-guide provides detailed information about how to create an account and access the grant portal. Applications must be complete, including a narrative and other required supporting documentation, in order to be considered. All questions about this grant opportunity should be directed to RFP@nationalcapacd.org, and a response will be provided within 2 business days. Any questions directed to other staff or National CAPACD email accounts will result in a delayed response.



3. APPLICATION TIMELINE

- RFP released – Wednesday, March 2, 2022
- Informational Session – Thursday, March 10, 2022 4 PM ET/ 3 PM CT/ 2 PM MT/ 1 PM PT/ 11 AM HT)
- RFP deadline – Friday, March 25, 2022, 11:59 pm PT
- Organizations selected and notified, contracting begins – week of April 25, 2022

4. GRANT PERIOD

Awards will have a grant period of May 1, 2022 to April 30, 2023

5. GRANT AWARD DETAILS

- National CAPACD anticipates making 15 grants of between \$20,000 - \$25,000
- Funds awarded will be flexible and used at the organization’s discretion in accordance with National CAPACD’s guidelines.

6. REQUIRED ACTIVITIES

- Attendance is required for a grantee orientation video call and closing session
- Sub-grantee must submit progress and final report documenting program activities and learnings
- Subgrantees may have access to additional training opportunities and convenings, such as scholarships to Building CAPACD convention, July 11-13, 2022 in Seattle, WA (optional)
- Subgrantees may be asked to present learnings on webinars, document learnings, or present to external stakeholders

7. ELIGIBLE APPLICANTS

- This RFP is open to all current or prospective members of National CAPACD’s network.
- Please refer to National CAPACD’s Grant Guidelines PDF under section “General Eligibility Criteria” to see if your organization is able to apply for a grant.



8. SELECTION CRITERIA

National CAPACD will use the following **criteria** to score sub-grant applications.

Category	Points Awarded
<p>Program Design</p> <ul style="list-style-type: none"> • The proposed program design is clearly defined and achievable during the grant period. • The program will promote racial solidarity between AA & NHPI communities and Black, Latinx, and/ or Indigenous communities. • The proposal clearly outlines how program activities will advance racial equity as part of the applicant’s broader community development agenda. 	20
<p>Organizational Capacity</p> <ul style="list-style-type: none"> • The organization demonstrates financial need and lacks access to funding sources to support racial equity efforts. • The proposal demonstrates a plan to allocate staffing and resources to support and sustain this effort. • The proposal demonstrates how this funding will have an impact on the organization’s ability to sustain its long-term racial equity goals. <p><i>Note: We will give special consideration for organizations that have smaller budget sizes or have less access to funding and institutional resources.</i></p>	15
<p>Community Impact</p> <ul style="list-style-type: none"> • The proposal demonstrates how proposed activities will have a significant impact on addressing racial barriers and achieving racial solidarity between AA & NHPI and Black, Latinx and/or Indigenous communities. • The proposal articulates how funding will impact and advance existing program or policy outcomes or address internal organizational challenges. 	20
<p>Commitment to Racial Equity</p> <ul style="list-style-type: none"> • The proposal illustrates the organization's long-term commitment to advancing racial equity. • The organization provides a plan of action for integrating learnings across the organization beyond the grant period to address racial inequity and further goals outlined in the program initiative. 	20



<p>Underserved Communities and Regions</p> <ul style="list-style-type: none"> The proposal demonstrates how underserved AA & NHPI and BIPOC communities will be impacted by the proposed program. <p><i>Note: We are prioritizing organizations led by and are traditionally underserved AA & NHPI communities (i.e. NHPIs, Southeast Asian, South Asian communities, refugees, and extremely low-income communities).</i></p> <ul style="list-style-type: none"> The proposal demonstrates how underserved geographies will be impacted by the proposed program. <p><i>Note: We are prioritizing under resourced regions with less access to funding (including the South, Midwest, or Hawaii). As a portion of this fund is supported by the Northwest Area Foundation, we have designated funding for organizations in specific states (Minnesota, Washington, Oregon Iowa, North Dakota, South Dakota, Montana, and Idaho).</i></p>	15
<p>Engagement and Alignment with National CAPACD’s Efforts</p> <ul style="list-style-type: none"> The organization has engaged with National CAPACD’s program networks or policy initiatives over the past three years. The proposal demonstrates how engagement with National CAPACD as a coalition partner will help the organization fulfill their mission and work. 	10
TOTAL POSSIBLE POINTS	100

9. APPLICATION FORMAT & QUESTIONS

Applicants will be required to respond to the following questions in the [online application portal](#). Supplemental materials required for application submission are also indicated. Applicants will not be able to submit an application unless all required fields are completed.

- **Section I: Sub-Grantee Application Information**
- **Section II: Organization Details**
 - **Upload:** (501(c)(3) tax exempt status or fiscal agent agreement
- **Section II: Contact Information**
- **Section IV: Financial,** includes Current Fiscal Year Organizational Operating Budget
 - **Upload:** Most recent IRS Form 990 and audited financial statement
- **Section V: Background -** Includes Organization’s Mission Statement
 - **Upload:** Form listing current staff for the Program/Project for which you are requesting funding
- **Section VI: Communities Served**



- Indicate the ethnic populations served by your program
- Class Demographics: What percentage of your community served is low to moderate income? (Low to moderate income is defined as less than 80% AMI)
- Geography Served: Briefly describe your market served, including any neighborhood or regional context. Please feel free to include any available data that would be helpful to us understanding current neighborhood conditions.

- **Section VII: Program Information Questions**

1. **Program Design, Goals, and Alignment** - Briefly describe the program or project and explain how this grant will support your organization's efforts to promote racial solidarity between AA & NHPs and Black, Latinx, and/or Indigenous communities. Why is this proposed work critical to your organization? How will it help your organization achieve its community development goals? (3,000 character limit)
2. **Organizational Capacity** - Who in your organization will be involved in planning and be impacted by this work? How will accessing this funding build your organization's internal capacity? What other funding can your organization access to support your racial equity initiatives? If your organization has faced financial hardship, please share how this funding may help you advance your work. *Note: We will give special consideration for organizations that may have less access to funding and institutional resources.* (1,000 character limit)
3. **Community Impact** - Please describe the (internal and/or external) community your organization plans to work with. What impact do you hope the program or project will have on BIPOC communities locally? How will this funding assist your organization's ability to address existing racial barriers in the community? (2,000 character limit)
4. **Commitment to Racial Equity** - Describe your organization's commitment to and intended outcomes to advance racial equity. What is your plan to sustain and integrate this work within your organization? (1,000 character limit)
5. **Underserved Communities and Regions** - How will the program impact underserved AA & NHPs and BIPOC communities or regions? *Note: We are prioritizing organizations led by traditionally underserved AA & NHPs communities (i.e. NHPs, Southeast Asian, South Asian, refugees, and extremely low-income communities). We are prioritizing under resourced regions with less access to funding (including the South, Midwest, or Hawaii).* (2,000 character limit)
6. **Engagement with National CAPACD** - Describe the ways your organization has engaged with National CAPACD over the past three years, if at all. Why might partnering with National CAPACD be important to moving your work forward in the future? What opportunities exist for future engagement? (1,000 character limit)



10. ADDITIONAL RESOURCES

Frequently Asked Questions:

1. **How does National CAPACD define “community development goals”?** National CAPACD believes that community development includes a broad definition of strategies to advance health equity and community wellbeing. We define “community development” as activities that contribute to our vision of healthy and thriving communities (see National CAPACD’s Vision of Healthy and Thriving Communities at the end of the additional resources section).
2. **How does National CAPACD define racial equity?** National CAPACD has included a list of key definitions also in the additional resources section.
3. **Do I need to be a paid National CAPACD member organization or current subgrantee to qualify for funding?** Being a dues paying member is not a requirement for eligibility for funding. We will, however, take into consideration the engagement of applicant organizations within our program and policy activities. Please see “criteria” for how membership engagement will be weighed in our application scoring.
4. **My organization is not AA & NHPI led but does work with AA & NHPI communities or other BIPOC communities. Can I still apply for funding?** Yes, all local community based organizations that serve AA & NHPI communities are eligible for funding. However, if funding is limited, we will prioritize organizations with AA& NHPI leadership for this funding opportunity.
5. **My organization is national or state in scope or focus. Can we still apply for funding?** National and state organizations are eligible to apply. However, if funding is limited, National CAPACD will prioritize locally-serving organizations for this funding opportunity.
6. **I’m having trouble accessing the grant portal. Who can I contact for help?** If you experience any challenges with the application portal, please email RFP@nationalcapacd.org.

Key Definitions (Modified from racialequitytools.org):

Racial Equity: Racial equity is the condition that would be achieved if one's racial identity no longer predicted a person’s social, economic, mental, and physical wellbeing. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities, not just their manifestation. This includes elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or that fail to eliminate them.

Racial Justice: The systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. Racial justice—or racial equity—goes beyond “anti-racism.” It is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures.

Operationalizing racial justice means reimagining and co-creating a just and liberated world and includes:

- Understanding the history of racism and the system of white supremacy and addressing past harms,
- Working in right relationship and accountability in an ecosystem (an issue, sector, or community ecosystem) for collective change,
- Implementing interventions that use an intersectional analysis and that impact multiple systems.

Internalized Racism: Internalized racism is the situation that occurs in a racist system when a racial group oppressed by racism supports the supremacy and dominance of the dominating group by maintaining or



participating in the set of attitudes, behaviors, social structures, and ideologies that undergird the dominating group's power.

Settler Colonialism: Settler Colonialism refers to colonization in which colonizing powers create permanent or long-term settlement on land owned and/or occupied by other peoples, often by force. This contrasts with colonialism where colonizer's focus only on extracting resources back to their countries of origin, for example. Settler Colonialism typically includes oppressive governance, dismantling of indigenous cultural forms, and enforcement of codes of superiority (such as white supremacy).

National CAPACD's Vision of Healthy and Thriving Communities

National CAPACD believes that in order to achieve true social and economic justice, all communities and neighborhoods must have the resources and opportunities they need to engage and thrive. The following shared values of healthy and thriving communities are necessary to achieve this vision:

- **ACCESS**
We believe that everyone should have equitable access to public spaces, institutions, and resources, regardless of language spoken, ability, gender identity, race, or religion. Neighborhoods should include equitable transit investments, jobs, and adequate financial institutions.
- **COMMUNITY**
We believe in the preservation of culturally significant neighborhoods from displacement or gentrification. We believe that there should be robust equitable investment in physical and social infrastructure to serve all communities.
- **HEALTH**
We believe that health includes not only affordable healthcare and community support for all, but also safe homes, parks, and open or green spaces.
- **OPPORTUNITY**
We believe that everyone should have equal opportunities, which includes access to fair financial products and financial institutions, as well as equitable investments in our neighborhoods.
- **EXPRESSION**
We believe that arts and culture are critical components of healthy neighborhoods. We stand with community leaders and public policies that protect gender, religious, or cultural expression.
- **SAFETY**
We believe that public safety also includes reduced immigration restrictions, an end to racial and religious profiling, as well as an end to police violence and hate crimes that target people of color, immigrants, Muslims, and LGBTQIA+ communities.
- **AUTONOMY**
We believe in local autonomy over the planning process and that community members should have control over shaping their neighborhoods. We believe in self-determination for Native Hawaiians, Pacific Islanders, Native Americans, and all indigenous people through independent control of local land and resources.