



## **Request for Proposals – 2017 Impact Grants**

### **BACKGROUND**

In the fall of 2015, Cream City Foundation convened leaders and stakeholders from southeastern Wisconsin in the LGBTQ+ and allied communities to better understand the issues facing our community post-marriage equality.

In 2016, the Marquette University Center for Gender and Sexualities Studies was selected to help the Foundation complete a strategic needs assessment. An environmental scan of the LGBTQ+ community was completed, which included in-depth interviews with 27 community leaders from 25 organizations in southeastern Wisconsin and Madison to identify where gaps in services lie, which communities are underserved and which services are most needed.

The research found that LGBTQ+ people continue to face disproportionate economic and health disparities, in addition to issues of safety and equity for LGBTQ+ families.

### **KEY FINDINGS**

There is not one singular LGBTQ+ community, but several communities; there is great diversity in gender identity, sexuality, race and ethnicity, class and religion among LGBTQ+ people.

- The greatest needs of LGBTQ+ people in southeastern Wisconsin center around themes of health education, employment, poverty and rural issues.
- People of color, in particular black LGBTQ+ people (regardless of gender, identity, age and class), experience the most discrimination and poverty and are in the most need in LGBTQ+ communities.
- All trans\* people, especially trans\* people of color, experience the greatest discrimination and the greatest levels of poverty and violence.
- Issues facing LGBTQ+ people take on different levels of complexity based on age, with our most vulnerable being youth or older adults.
- There is a strong desire and need for collaboration among LGBTQ+ organizations and between LGBTQ+ and allied organizations.

## **CURRENT STATE**

Utilizing the research and feedback collected in the multiple convening sessions and one-on-one interviews with various LGBTQ+ and allied organizations, Cream City Foundation will focus on creating opportunities for LGBTQ+ people in southeastern Wisconsin to live prosperous and fulfilling lives with the equal opportunity to participate in American life. We dream of a day when our people have positive visibility and dignity that will make them safe in the world, more employable and healthy.

The Foundation's work will address the issues that prevent our communities from achieving the dream of full inclusion and acceptance. As a result, the Foundation's work will not be single-issue driven. It will focus on creating whole lives where the economic, health, safety and equity needs of our LGBTQ+ communities are met and individuals can flourish.

With this in mind, Cream City Foundation has developed three elevated priorities that will guide our fundraising and grant-making efforts, as well as our proactive convening work to shine a light on the most critical issues that need to be address in our communities, collectively. The three elevated priorities are **Equity, Health** and **Prosperity**.

### **EQUITY**

Creating opportunities to bridge our understanding that the LGBTQ+ community is not one monolithic community, but one that is comprised of multiple communities with intersecting identities, experiences and oppressions. This priority also focuses on full inclusion; the idea of bringing your whole self to your daily activities and being safe to do so.

### **HEALTH**

Creating opportunities to fairly access physical and mental healthcare services, finding welcoming and culturally-competent healthcare providers and having access to health insurance, without fear or discrimination.

### **PROSPERITY**

Creating equal opportunities for families and individuals to earn a living. We will address economic justice issues to secure access to housing, food, education and employment in fair and inclusive workplaces.

## **2017 CREAM CITY FOUNDATION GRANT RFP**

Using a theory of change grant-making model, Cream City Foundation has identified impact areas within each of the three elevated priorities.

Cream City Foundation invites applicants to seek funding for the 2017 Impact Grant in response to the discrimination and systemic oppression LGBTQ+ communities face.

These grants will provide organizations the opportunity to serve LGBTQ+ populations with services that address the most pressing needs. The purpose of each Impact Grant is to expand the number of organizations participating in this important work.

Grants of up to \$25,000 will be awarded within each of the impact areas. The total grant allotment will be more than \$100,000.

Applications will be reviewed by Cream City Foundation's board of directors and the Foundation's grants committee.

Applications will be evaluated on the following criteria:

- A **minimum of two organizations must partner together** on the proposed project; ideally one organization will provide LGBTQ+ cultural competency and the other organization(s) will provide competency in the direct service delivery in one of the elevated priority areas of equity, health or prosperity.
- Quality and relevancy of the proposed project as demonstrated through the application.
- Level of impact to LGBTQ+ people of the proposed project, with consideration given to programs specifically addressing the needs of communities of color, the trans community and rural communities.
- Strength of infrastructure for the partnership and project.
- Sustainability of the partnership (external funding, financially self-sustaining).

Applications should respond to one, or both, of the impact areas in the submission. Please read the descriptions below:

**EQUITY:** Creating opportunities to bridge our understanding that the LGBTQ+ community is not one monolithic community but one that is comprised of multiple communities with intersecting identities, experiences and oppressions.

The Foundation is entertaining proposals that will help build a welcoming and culturally-competent environment in these impact areas:

- 1.) Law enforcement and criminal justice system
- 2.) Education system, including schools/colleges/universities

**HEALTH:** Creating opportunities to pursue health and happiness. Addressing health issues to secure access to competent and welcoming health care providers, health insurance, physical and mental health treatment and care.

The Foundation is entertaining proposals that will help build a welcoming and culturally-competent environment in these impact areas:

- 1.) Health access; or, healthcare professional competency in LGBTQ+ care
- 2.) Emotional health; or, utilizing trauma-informed care within an LGBTQ+ communities

**PROSPERITY:** Creating opportunities to earn a living and provide for families and selves. Addressing economic justice issues to secure access to housing, food, education, and employment with fair and inclusive workplaces.

The Foundation is entertaining proposals that will provide greater access in these impact Areas:

- 1.) LGBTQ+ workforce development and/or job training
- 2.) LGBTQ+ access to safe, affordable housing