



# WINcome Grant Guidelines

The WINcome equation:

Women + Income = **Women Thriving**

## WINcome Funding Opportunity

Through the grant investments and partnerships of **WINcome**, WFCO will support gender, racial, and economic equity for Colorado women and families of every background and identity. WINcome grantee partners will align with WFCO priorities of improving access to flexible and holistic resources such as:

- ▶ Jobs with pay and benefits that satisfy basic needs, close the gender and racial income gap, and support economic security;
- ▶ Education and training, and ongoing opportunities to upskill and reskill;
- ▶ Capital for women entrepreneurs;
- ▶ Child care and other caregiver support; or
- ▶ Support for basic human needs, such as food, housing, health care, and transportation.

## WINcome Grantee Partners Will:

- ▶ Provide direct cash assistance of up to \$5,000 annually to women experiencing poverty or facing barriers to economic security to supplement their incomes and resources to complement the services received through partners' programs
- ▶ Support public policy and systems changes to improve access to flexible resources and holistic supports to meet individual and family needs and catalyze economic opportunity, security, and equity
- ▶ Demonstrate that individuals can advance economically when they are trusted to make their own decisions about what they and their families need

## Priorities for WINcome Grants:

WFCO will make grants to nonprofit organizations, American Indian Nations, PK-12 and postsecondary schools, local government, or other tax-exempt organizations or unincorporated organizations, groups, or initiatives fiscally sponsored by tax-exempt entities. Grantee partners will work to improve women's economic security through direct service programs, community organizing, advocacy, and research for policy and systems change at the local, county, and/or state level, or a combination of these strategies. A statewide, diverse, and representative community-based committee of volunteers will guide WFCO's selection of WINcome grantee partners, with consideration of the following priorities:

- ▶ WFCO serves and partners with organizations that serve **women**, including trans women, intersex women, and non-trans women, and nonbinary people who need us most, including those:
  - experiencing poverty,
  - facing barriers to economic opportunity and security,
  - experiencing historic and systemic marginalization on the basis of their gender and additional intersection of identity, including race, ethnicity, immigration status, age, sexuality, gender identity, gender expression, religion, or ability; or
  - who are survivors of domestic violence or intimate partner abuse.
- ▶ Organizations funded might serve all different types of people but the program funded should operate using a gender lens and deeply understand the unique barriers that those who identify as women or nonbinary, especially those marginalized by multiple systems of oppression, face in advancing economically.
- ▶ Grants will be made to organizations **servicing** diverse women and nonbinary people in communities across the state and **led by** teams of board and staff that reflect and represent those they serve and **demonstrate commitment to gender, racial, and economic equity** in their programs, board, staff, policy, and practices.



## Funding Model:

WFCO plans to partner with WINcome grantees for three years, with the first annual grants made in late 2021 and yearly renewals for up to three years of funding. Grants will vary based on organization or program but will generally be in the range of \$30,000 - \$60,000 per year.

For grants that include direct cash assistance to individuals, a portion of the grant may support operations and at least 50% of the grant will be dedicated to providing direct cash assistance of up to \$5,000 per individual per year.

Grantee partners will participate in evaluation and learning efforts with WFCO and may be connected with other grantees for informal collaboration, shared learning, or other opportunities. Evaluation and learning opportunities will be designed with grantee input and coordinated by WFCO.

- ▶ Evaluation requirements of grantees include:
  - Reporting organizational and program-related data, with input from grantee partners about the data most relevant, feasible, and valuable to include.
  - For organizations providing direct services and distributing direct cash assistance, participants receiving direct cash assistance will be required to share information about their experiences through surveys, interviews, focus groups, or a combination of these and other data collection methods.
  - Budget reporting on direct cash assistance to individuals and lobbying activities will be required and additional information may be requested.

## Who Can Apply?

- ▶ Nonprofit organizations, American Indian Nations, PK-12 and postsecondary schools, local government, and other tax-exempt organizations.
- ▶ Unincorporated organizations, groups, and initiatives may apply but must have a tax-exempt fiscal sponsor.
- ▶ Applicants must serve women and their families in Colorado communities and align with WFCO's vision, mission, values, and our goal of advancing gender, racial, and economic equity.

- ▶ Organizations that apply a gender, racial, and economic equity lens and demonstrate commitment to equity and inclusion.
- ▶ Faith-based organizations are eligible to receive grants. Funds cannot be used for proselytizing or promoting religious beliefs. Funds also cannot be used for programs that require participants or beneficiaries to adhere to, hold, or express a general or particular religious belief.
- ▶ Organizations that do not limit or oppose individuals' rights to self-determination.

## Who May Not Apply?

- ▶ Individuals
- ▶ Businesses/corporations
- ▶ Organizations and initiatives that may be deemed discriminatory on the basis of race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, age, physical or mental ability, veteran status, military obligation, marital status, or any other classification protected by federal or state law.

## Application and Selection Process and Timeline:

The application process for WINcome grants begins with an application due by August 2, 2021. Following review of applications, approximately 20 finalists will be selected and requested to provide additional information about the proposed work and organizational finances. Additional information will be gathered in conversations with WFCO staff and committee members in September and through written responses to questions and financial information, due on October 1, 2021. Application status will be communicated in the week of November 15, 2021. Please see the timeline below and following application questions for additional information. This may be adjusted based on available funding and other considerations.

## Application:

Applications for WINcome grants will be submitted online through [CyberGrants](#). Interested organizations will complete a brief information form and upload a 3-5 page document to respond to the application narrative questions.



## Application Form Questions:

- ▶ Information Form Fields (Online application form, separate from 3-5 page narrative)
  - Organization Name
  - Contact name - who should be contact about next steps? Phone/email/gender pronouns
  - If applicable – Fiscal sponsorship/contact name/phone/email/gender pronouns
  - Name of program
  - Grant amount requested (\$30,000 - \$60,000)
  - Is the organization and the work for which you are requesting funds located in Colorado? Y/N
  - Number of staff – Choose 1 from options
    - 2 full-time staff or fewer
    - 3 – 5 full-time staff
    - 6 – 9 full-time staff
    - 10 – 19 full-time staff
    - 20 – 49 full-time staff
    - 50+ full-time staff
  - Which Colorado county or counties would your organization serve with this grant?
  - Which best describes your organization?
    - Direct service organization
    - Advocacy organization
    - Child care provider
    - PK-12 school
    - Postsecondary school/institution
    - Government entity
    - American Indian Nation
    - Other
  - Which resources aligned with WFCO priorities does your organization help women to access (select all that apply):
    - Jobs with pay and benefits that satisfy basic needs, close the gender and racial income gap, and support economic security
    - Education and training, and ongoing opportunities to upskill and reskill
    - Capital for women entrepreneurs
    - Child care and other caregiver support
    - Support for basic human needs, such as food, housing, health care, transportation

- Does your organization provide direct services to individuals? (Y/N)
- Does your organization engage in public policy and/or advocacy? (Y/N)
- Does your organization engage in community organizing and/or support individuals' participation in advocacy? (Y/N)

## Application Narrative Questions:

- ▶ Upload application narrative document of approximately three-five pages that addresses the following questions.
  - Organizational Background and Your Approach - Direct service or public policy, research, advocacy, and community organizing, or a combination of these strategies
    - How does your organization improve access to flexible and holistic resources to support economic equity for Colorado women?
    - How does your organization serve women/organize and advocate for systems change that support women's economic opportunity, security, and equity?
    - Who do you serve/engage in organizing and advocacy? Please describe the demographics of the communities impacted by your work and the barriers to economic security they face.
    - Please describe the demographics of the organization's staff, senior leadership team, and board. Please also describe how your team reflects and represents the community served.
  - Program Implementation
    - For direct service providers: How do/would you structure direct cash assistance? Please address or describe the steps your organization will take to determine the following:
      - Approximately how many women would receive payments?
      - How would participants be selected?
      - How much would they receive, how often?



- How would the payments complement (rather than replace or impact eligibility for) other assistance they may receive?
  - What support would you need for implementation?
  - For public policy, research, advocacy, and community organizing organizations: How would you advocate for improved access to flexible resources and holistic supports for Coloradans experiencing poverty or barriers to economic security?
  - Amount of grant requested and how it would support this work.
- ➔ Evaluation and Learning
    - How does your organization evaluate the impact of your work?
    - If awarded a WINcome grant, could your organization commit to participating in evaluation with WFCO and our learning and evaluation partner? Would you need support or technical assistance?
    - For direct service organizations: Could your organization commit to helping WFCO's evaluation and learning partner connect with direct cash assistance participants for evaluation activities?

## Key Dates

<b>7/5/21</b>	<b>WINcome Application Opens</b>
<b>8/2/21</b>	<b>Application Deadline</b>
<b>8/2 – 9/3/21</b>	<b>Application Review</b> – by statewide, diverse, representative, community-based committee
<b>9/3/21</b>	<b>Finalists Status Notifications</b>
<b>9/8 – 9/21/21</b>	<b>Finalists Meet Virtually with WFCO [staff and possibly committee member(s)]</b> – for relationship building and to discuss their proposed work
<b>10/1/21</b>	<b>Financial and Additional Information Deadline</b>
<b>10/1 – 11/12/21</b>	<b>Final Review</b> - by statewide, diverse, representative, community-based committee and WFCO Board of Trustees
<b>Week of 11/15/21</b>	<b>Application Status Notifications</b>
<b>By 12/16/21</b>	<b>Grant Agreements, ACH Authorization, and Grant Payments</b>
<b>1/1 –12/31/22</b>	<b>Grant Period (1st Year)</b>
<b>1/1 – 3/31/22</b>	<b>Grantee Input on Evaluation and Learning; Preliminary Data Collection</b>
<b>4/1/22</b>	<b>Goal for Grantees Providing Direct Cash Assistance to Begin Distribution</b>