

2017-2021 Strategic Plan and 2017 Grantmaking Guidelines

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2017-2021 Strategic Plan

We Listened. We Learned. We Focused.

Agenda

- I. Welcome and Introductions
- II. Strategic Plan Overview
- III. Grantmaking Overview
- IV. Common Questions
- V. Opportunities to Learn More

We Listened. We Learned. We Focused.



Welcome and Introductions

- Please share your:
 - Name
 - Organization and your role there
- What is something you'd like to learn today?

We Listened. We Learned. We Focused.



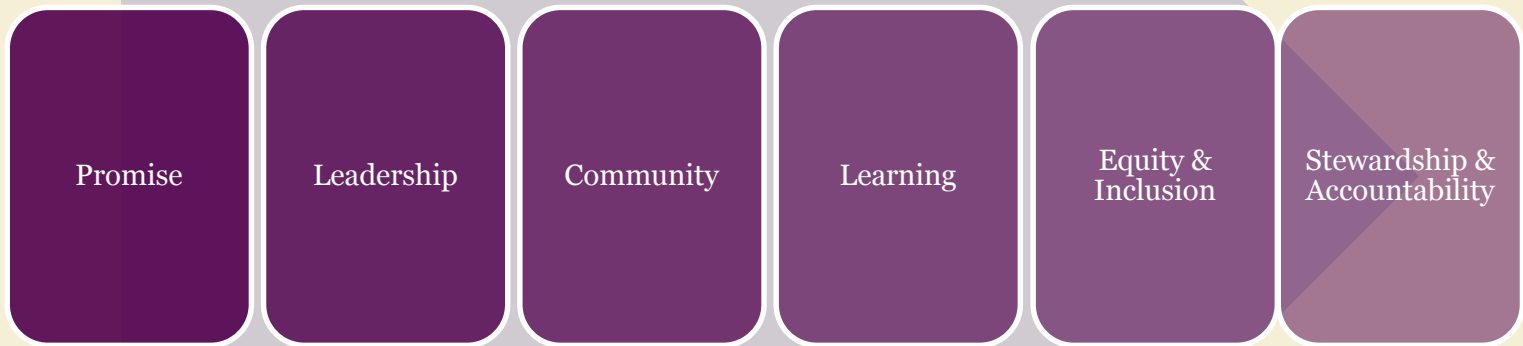
Vision: A future where Colorado women and girls of every background and identity prosper.

Mission: Catalyzing community to advance and accelerate economic opportunities for Colorado women and their families

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Values

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Our Strategic Planning Process

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- Rigorous analysis and dialogue
- Comprehensive research
- Framework allows for adaptability and focus
- Emphasizes cultivating philanthropy, maps a statewide strategy, and long-term sustainability and impact

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Rooted in Research

- Surveyed and listened to nearly 1,300 diverse Coloradans
- Learned from community about:
 - Priorities for WFCO's work to advance and accelerate a women's economic security
 - The degree of difficulty in accessing the resources needed to improve economic outcomes

We Listened. We Learned. We Focused.



We Listened. We Learned.

Top priorities and resource gaps to address for Colorado women:

- Earn livable wages
- Earn equal pay regardless of social identity
- Find gainful employment
- Access child care
- Access higher education and job training

We Listened. We Learned. We Focused.

We Focused.

Goal 1. Focus, align, and integrate our work on livable wage to create more impact

Goal 2. Ensure organizational sustainability to meet the current and future needs of Colorado women and their families

Goal 3. Use effective communications to catalyze community and cultivate philanthropy.

Goal 4. Support our statewide presence to achieve greater impact.

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Our Renewed Focus

Why livable wages? We believe a livable wage is essential on the path to economic prosperity and is more than enough to adequately meet a family's needs without public or private supports, which is the definition of the Self-Sufficiency Standard (SSS). WFCO research and partner input will help quantify how much more than the SSS women need to achieve a livable wage, begin to live beyond necessity, and reach economic security.

We Listened. We Learned. We Focused.

Strategies for Action



We Listened. We Learned. We Focused.

WFCO Grantmaking – Theory & Logic

Theory: If women with obstacles to economic security have increased access to **education and career training**, more of the **supports that make finding and keeping a job possible**, and the **resources and tools that allow them to overcome barriers** that stand in the way of finding and keeping a good job, **more women in Colorado will earn a livable wage.**

Logic Model:



Our Grantmaking Priorities

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- We will make grants to support two areas:
 - 1) Public policy efforts that advance transformative systems-level changes that strengthen economic self-sufficiency for women (November 2017)
 - 2) Direct service organizations that support women's acceleration along career pathways to livable wage jobs (January 2018)

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Aligned, Cohort-based Approach



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Public Policy Grants

- WFCO will provide grants to public policy organizations that advance systems-level changes to strengthen the livable wages of women in Colorado
- This year, WFCO will select five to ten public policy grantees and grant size will range from \$15,000-\$35,000

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Opportunities for Collaboration

- Public policy grantees will be expected to participate in three convenings each year
- Grantees will also be expected to regularly report on progress to participate in a shared project evaluation with fellow grantees

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Public Policy Grants Timeline

Date	Description
June 1, 2017	Grant Guidelines released
August 3, 2017	Deadline for all Public Policy grant applications
October 1 – 15, 2017	WFCO staff and volunteers will conduct site visits or phone calls with select applicants
Mid-November 2017	Grant award notification
December 7, 2017	First Public Policy Convening
February 8, 2018	First All Grantee Convening
August 22, 2018	Second All Grantee Convening
September 2018	Grantee progress report and 2019 funding requests due

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Direct Service Grants

- WFCO will provide grants to nonprofit organizations that:
 - Provide education or training,
 - Engage women in career pathways, and
 - Facilitate access to comprehensive supports
- Programs will be prioritized that work in under-resourced communities in Colorado and those that serve women facing barriers to achieving a livable wage
- This year, WFCO will select 5-10 Direct Service grantees and grant size will range from \$15,000-\$35,000



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WFCO Interested in Funding

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Opportunities for Collaboration

- Direct service grantees will be expected to participate in two convenings per year
- Grantees will also be expected to regularly report on progress and to participate in a shared project evaluation with fellow grantees

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Direct Service Grant Timeline

Date	Action
June 1, 2017	Grant Guidelines released
August 3, 2017	Deadline for Letters of Interest (LOI) for Livable Wage Direct Service grants
September 1, 2017	Selected organizations that submitted LOIs will be invited to submit a full proposal
September 1-15, 2017	WFCO staff will conduct calls with all organizations invited to submit a full application and schedule site visits
October 16, 2017	Deadline for Livable Wage Direct Service applications
November 9- December 6, 2017	Site visits conducted
Mid-January 2018	Grant award notification
February 8, 2018	First All Grantee Convening
August 22, 2018	Second All Grantee Convening
November 2018	Grant progress report and 2019 funding requests due

Evaluation for Public Policy and Direct Service

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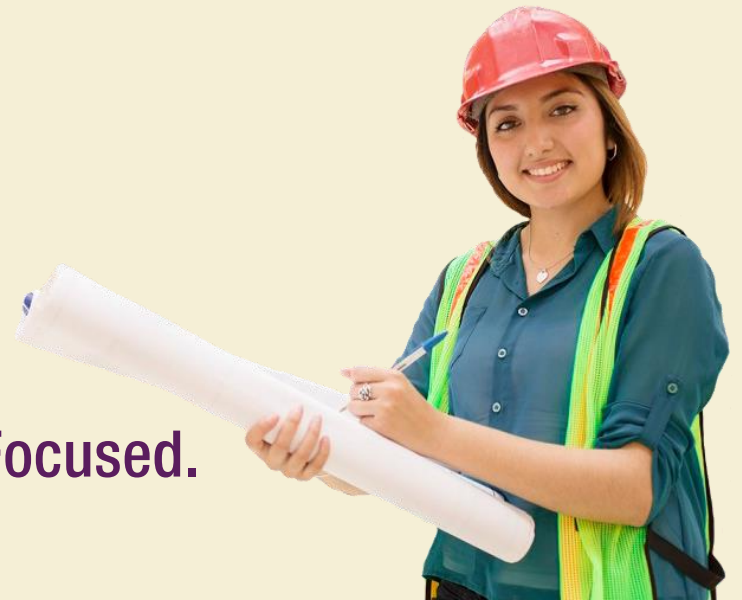
- Evaluation will be a part of the grantees' work with the cohort
- Selected organizations and WFCO will work with an external evaluator to determine shared goals and appropriate metrics for them

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Convenings

- Public policy organizations will participate in three meetings per year
- Direct service groups will participate in two meetings per year
- WFCO will provide support to cover travel costs for grantees



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How to Apply

- Please visit www.wfco.org for all documents related to our updated grantmaking
- Direct service organizations submit an LOI by August 3, 2017
- Public policy organizations submit a full application by August 3, 2017

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Common Questions

- What kind of organization might fit within the livable wage grantmaking cohort?
- Will smaller, rural, and emerging organizations be competitive in this process?
- How will the grantees be selected?

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What kind of organization might fit within the livable wage grantmaking cohort?

- Direct service partners will include those offering job skills training, career-focused skills training, training and support to secure and sustain employment, as well as assistance addressing barriers to stable employment and to meet their families' needs, such as financial planning, child care, nutrition, transportation, housing, and behavioral health care. Additionally, our updated grantmaking guidelines include a desire to fund organizations that utilize multigeneration strategies and support in STEM career pathways.

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Will smaller/rural/emerging organizations be competitive in this process?

- Absolutely. As a statewide organization with a focus on supporting women of diverse backgrounds and identities, WFCO is committed to establishing a cohort of grantees using innovative strategies to serve women in communities across Colorado. We are eager to learn more about the ways that small and large organizations or emerging partnerships are accelerating women's progress toward earning livable wages.

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How will the grantees be selected?

- Direct Service grantees will be selected by the WFCO Direct Service Grantmaking Committee, a diverse body of Coloradans committed to supporting women and girls across the state. Individuals interested in joining the committee may learn more at www.wfco.org.
- Public Policy grantees will be selected by the WFCO Public Policy Committee, which is comprised of Trustees.

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Opportunities to Learn More

- Upcoming events across Colorado:
www.wfco.org/about-us/strategic-plan-rollout-event-registration
- Live grantmaking workshop webinar and Q&A session June 21, 1-3 pm – register at
www.wfco.org/pages/content/apply-for-a-grant



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Contact the WFCO Programs Team

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