



**Philanthropy New York's Building Racial Equity With Race Forward
Application 2017 - 2018**

Thank you for your interest in **Philanthropy New York's Building Racial Equity With Race Forward**, provided in partnership with Race Forward.

This peer cohort learning experience is designed to help Philanthropy New York members gain the tools and strategies necessary to build racial equity in both the internal and external work of their organizations. The goal of this application process is to identify a cohort of participants whose organizations have a commitment or have intentions to commit to policies or practices that build racial equity.

All participants must participate in the full day-long training and four subsequent peer-learning cohort workshop sessions (2 hours each).

Thanks to support from Deutsche Bank, we are able to offer this unique intensive program at a reduced cost: \$250 per participant or \$400 for a pair of participants from one member organization.

If you are applying, please mark the following dates on your calendar:

- | | |
|--|------------------------|
| <input type="checkbox"/> Friday, October 27, 2017 | 9:00 a.m. – 5:00 p.m. |
| <input type="checkbox"/> Thursday, December 7, 2017 | 9:00 a.m. – 11:00 a.m. |
| <input type="checkbox"/> Wednesday, January 31, 2018 | 9:00 a.m. – 11:00 a.m. |
| <input type="checkbox"/> Wednesday, March 14, 2018 | 9:00 a.m. – 11:00 a.m. |
| <input type="checkbox"/> Wednesday, April 25, 2018 | 3:00 p.m. – 5:00 p.m. |

WHO SHOULD APPLY:

Philanthropy New York's *Building Racial Equity With Race Forward* is only open to Philanthropy New York members. PNY Members who occupy either a grantmaking or operational role in their organizations may apply for this program. Greater consideration will be given to pairs or teams who have the influence and oversight to effect some level of change within an organization's culture or grantmaking portfolio.

The cohort learning sessions are designed to help participants navigate the challenging work of incorporating this learning into their organizations. We are accepting a limited number of members in the first cohort to ensure a hands-on experience that allows for both learning and relationship-building.

Applicants should have an interest in and the ability to develop implementation strategies for the following:

- Building a common language for talking about racial equity
- Examining and working toward racial justice, including a commitment to adopting a systems framework
- Developing a toolkit for next steps in applying a race equity lens to your work
- A desire and openness to collaborating with peers to share both challenges and successes with the goal of improving one's own work and the work of others

Applicants applying as a pair should submit one joint application. If you are the only individual applying from your foundation, please fill out the individual application.

2017-2018

Instructions: Please answer the following questions.

***1. Name of Organization**

***2. Applying as an INDIVIDUAL or PAIR, please select one.**

- Individual
- Pair

INDIVIDUAL APPLICANT

3. APPLICANT INFORMATION

Name:

Title:

Scope of Role:

Years in Organization:

Years in Nonprofit/ Philanthropic Sector:

Email Address:

Phone Number:

4. Can you attend all of the following 5 sessions of Building Racial Equity With Race Forward? Check all dates that you have held on your calendar:

- Friday, October 27, 2017 9:00 a.m. – 5:00 p.m.
- Thursday, December 7, 2017 9:00 a.m. – 11:00 a.m.
- Wednesday, January 31, 2018 9:00 a.m. – 11:00 a.m.
- Wednesday, March 14, 2018 9:00 a.m. – 11:00 a.m.
- Wednesday, April 25, 2018 3:00 p.m. – 5:00 p.m. (Reception to follow)

5. If one of the aforementioned dates is not checked, please explain.

6. Please share one or two area(s) of your work on which you'd like to focus to create racial equity? Be explicit. At the end of the program, we will revisit these areas and readjust as needed.

***7. Does your organization currently have any institutional policies or practices around equity and inclusion? If yes, please provide an overview of the policies or practices. Please be specific.**

Yes

No

If yes, what does this look like in practice? Please explain where you are as a staff in implementing your policies and/or provide an example.

***8. If you haven't implemented policies or practices, please explain any recent discussion(s) your organization has had around equity and inclusion.**

***9. If not mentioned above, have any of your policies, practices, and/or conversations addressed race specifically?**

***10. Have you previously participated in racial equity programming or trainings in the past? If so, how have you changed your personal or professional practices as a result? Please explain.**

***11. Please describe the scope of your role(s) within your organization and how your responsibilities can assist in helping you to implement this work.**

***12. Please describe how you might implement this work within your organization and with whom (internally or externally) you might seek partnerships in implementing this work.**

PAIR APPLICANTS

3. APPLICANT ONE:

Name:

Title:

Scope of Role:

Years in Organization:

Years in Nonprofit/ Philanthropic Sector:

Email Address:

Phone Number:

4. APPLICANT TWO:

Name:

Title:

Scope of Role:

Years in Organization:

Years in Nonprofit/ Philanthropic Sector:

Email Address:

Phone Number:

5. Can both of you attend all of the following 5 sessions of Building Racial Equity With Race Forward? Check all dates that you have held on your calendar:

- Friday, October 27, 2017 9:00 a.m. – 5:00 p.m.
- Thursday, December 7, 2017 9:00 a.m. – 11:00 a.m.
- Wednesday, January 31, 2018 9:00 a.m. – 11:00 a.m.
- Wednesday, March 14, 2018 9:00 a.m. – 11:00 a.m.
- Wednesday, April 25, 2018 3:00 p.m. – 5:00 p.m. (Reception to follow)

6. If one of the aforementioned dates is not checked, please explain.



7. As a pair, please share one or two area(s) of your work on which you'd like to focus to create racial equity? Be explicit. At the end of the program, we will revisit these areas and readjust as needed.



8. Does your organization currently have any institutional policies or practices around equity and inclusion? If yes, please provide an overview of the policies or practices. Please be specific.

- Yes
- No

If yes, what does this look like in practice? Please explain where you are as a staff in implementing your policies and/or provide an example.



9. If you haven't implemented policies or practices, please explain any recent discussion(s) your organization has had around equity and inclusion.



10. If not mentioned above, have any of your policies, practices, and/or conversations addressed race specifically?

11. Have either of you previously participated in racial equity programming or trainings in the past? If so, how have you changed your personal or professional practices as a result? Please explain.

12. Philanthropy New York encourages more than one person per foundation to attend. Because change happens on different levels and in different ways within an organization, we hope for cross-departmental teams to attend and work as pairs during this process. To help you identify pairs within your organizations who should apply, please think about the following questions and respond:

1. Please describe the scope of your role(s) within your organization and how your responsibilities may intersect or how you can collaborate in your role

2. How do your two roles complement one another? Please describe how the two of you might work together and/or how your joint participation might assist in helping you to implement this work.