



Leading With Race Equity: Building Stronger Culture and Practice

Leading With Race Equity: Building Stronger Culture and Practice Application 2019 - 2020

Thank you for your interest in Leading With Race Equity: Building Stronger Culture and Practice provided in partnership with Race Forward and True North EDI.

This peer cohort learning experience is designed to help foundation leaders gain the tools and resources to work towards racial equity in both internal and external organizational work. 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 (half-day sessions).

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

- | | |
|--|-----------------------|
| <input type="checkbox"/> Friday, October 4, 2019 | 9:00 a.m. – 5:00 p.m. |
| <input type="checkbox"/> Tuesday, October 22, 2019 | 9:00 a.m. – 1:00 p.m. |
| <input type="checkbox"/> Thursday, December 12, 2019 | 9:00 a.m. – 1:00 p.m. |
| <input type="checkbox"/> Thursday, January 9, 2020 | 9:00 a.m. – 1:00 p.m. |
| <input type="checkbox"/> Thursday, February 6, 2020 | 9:00 a.m. – 1:00 p.m. |

WHO SHOULD APPLY:

Philanthropy New York's *Leading With Race Equity: Building Stronger Culture and Practice* is only open to Philanthropy New York members. PNY Members in both operational and grantmaking roles in their organization may apply for this program. Greater consideration will be given to pairs or teams who are able to bring knowledge back to their organizations. The workshops are designed to support participants in both deepening their critical analysis of racial equity and help them

incorporate this learning into changes in their internal and external practices.

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.

****The deadline for submission is Friday, August 16, 2019****

Review the full application before you get started.



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Instructions: Please answer the following questions.

* 1. Name of Organization

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

- ☐ Individual
- ☐ Pair or Pair with a trustee



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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:

- | | |
|--|---|
| <input type="checkbox"/> Friday, October 4, 2019 | 9:00 a.m. – 5:00 p.m. |
| <input type="checkbox"/> Tuesday, October 22, 2019 | 9:00 a.m. – 1:00 p.m. |
| <input type="checkbox"/> Thursday, December 12, 2019 | 9:00 a.m. – 1:00 p.m. |
| <input type="checkbox"/> Thursday, January 9, 2020 | 9:00 a.m. – 1:00 p.m. |
| <input type="checkbox"/> Thursday, February 6, 2020 | 9:00 a.m. – 1:00 p.m. (Reception to follow) |

5. Please share one or two area(s) of your work in which you would like to begin to create more racially equitable practice.

* 6. 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.

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

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

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

* 10. Please describe the scope of your role(s) within your organization and what levers of change are within the realm of your responsibilities.

* 11. 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.



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12. APPLICANT ONE:

Name:

Title:

Scope of Role:

Years in Organization:

Years in Nonprofit/
Philanthropic Sector:

Email Address:

Phone Number:

13. APPLICANT TWO:

Name:

Title:

Scope of Role:

Years in Organization:

Years in Nonprofit/
Philanthropic Sector:

Email Address:

Phone Number:

14. If applicable, name of trustee who would join the two individuals listed above:



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* 15. 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:

- | | |
|--|---|
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16. As a pair, please share one or two area(s) of your work in which you would like to begin to create more racially equitable practices.

17. 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.

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

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

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

21. 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 what levers of change are within the realm of your responsibilities.

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.



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Thank you for your interest.

We will follow-up with all applicants by Tuesday, September 10, 2019 regarding participation in the program.