



## DEI Staff Development Funding Opportunity

### Background:

The Northland Foundation is making available funds to support organizations interested in increasing their understanding and taking action around issues of diversity, equity and inclusion. This is work to which the Northland Foundation is committed and wants to support their grantees who are also committed to this work.

Lack of funding for organizational and staff development is a barrier that organizations have expressed in advancing this work. To address this, special funding is available to help cover the costs of this work.

### Request parameters:

- Grants of up to \$1,500 are available to cover up to 75% of the cost of training for board and staff or other learning opportunities. Allowable costs include fees for trainers and materials and food for the event(s). While Northland does not cover the cost of staff time to participate in the training, it can be used as part of the 25% organization match. We anticipate awarding approximately 10 grants.
- Organizations are strongly urged to utilize consultants who come from historically marginalized populations.
- Organizations must commit to attend a learning meeting with the Northland Foundation and other grantees to discuss this work.
- Eligible organizations will be based in and primarily serving northeast Minnesota (Aitkin, Carlton, Cook, Itasca, Koochiching, Lake and St. Louis Counties and the Tribal nations of Bois Forte, Fond du Lac, Grand Portage, Leech Lake, and Mille Lacs).
- Eligible organizations will be primarily focused on work that falls under the Northland Foundation's priority areas of Children, Youth, and Families and Individual and Community Wellbeing, and meet other requirements as outlined in our guidelines. [Please read about our priorities and guidelines for more details.](#)

### Request Process:

- Organizations should use the Northland Foundation Special Initiatives Grant Portal application [accessible through this link](#).
- Please complete the questions on the portal, as well as the narrative questions below to be uploaded.
- Applications may be submitted at any time and will be reviewed monthly. The opportunity will close when all funds have been awarded.
- Award notifications will be made within 30 days of submitting a complete application.

### Questions:

Please direct any questions on this opportunity to Erik Torch, Director of Grantmaking, [erik@northlandfdn.org](mailto:erik@northlandfdn.org) or 218-723-4040.



## **Definitions of Diversity, Equity, and Inclusion**

The Northland Foundation utilizes the definitions of diversity, equity, and inclusion as articulated by the [D5 Coalition](#)<sup>1</sup>.

### **Diversity**

The word “diversity” can mean different things to different people. We’ve defined it broadly to encompass the demographic mix of a specific collection of people, taking into account elements of human difference, but focusing particularly on:

- Racial and ethnic groups: Asian Americans and Pacific Islanders, Hispanics/Latinos/Latinas, African Americans and blacks.
- Indigenous peoples<sup>2</sup>
- LGBT populations
- People with disabilities
- Women

D5 uses this broad definition of diversity for three reasons. First, this is what diversity looks like in the 21st century. Second, our definition encompasses populations that historically have been—and remain —underrepresented in grantmaking and among practitioners in the field, and marginalized in the broader society. Third, to be a national leader, organized philanthropy must get in front of diversity, equity, and inclusion issues and do so in a comprehensive way. We acknowledge and respect that this is one of many ways to define diversity, a concept that can encompass many other human differences as well.

### **Equity**

Improving equity is to promote justice, impartiality, and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the underlying or root causes of outcome disparities within our society.

### **Inclusion**

Refers to the degree to which diverse individuals are able to participate fully in the decision-making processes within an organization or group. While a truly “inclusive” group is necessarily diverse, a “diverse” group may or may not be “inclusive.”

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<sup>1</sup> D5 was a five-year coalition focused on advancing diversity, equity, and inclusion in philanthropy.

<sup>2</sup> The Northland Foundation has separated Indigenous people from racial and ethnic groups to recognize their political status as citizens of sovereign nations.



### **Narrative Questions**

*Please limit narrative responses to 2–3 pages total.*

*Please upload as a Word document or PDF in your request.*

1. Please describe the mission and activities of your organization.
2. Describe the demographics of each of the following: A) your board; B) your staff; and C) the people your organization serves.
3. What activities to advance diversity, equity, and inclusion in your organization have you undertaken to date?
4. Describe the activities that you will undertake with this grant to advance diversity, equity, and inclusion in your organization.
5. How do your proposed activities fit into your efforts to advance diversity, equity, and inclusion in your organization?
6. Who will carry out these activities (board, staff, consultants, etc.)?
7. How will you evaluate the impact and learnings of these activities?

### **Required Attachments**

1. Project budget
2. Board roster