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Pride Foundation Homeless LGBTQ Youth Initiative Request for Proposals—February 2013

Introduction

Pride Foundation inspires a culture of giving and generosity that connects and strengthens Northwest organizations, leaders, and students who are advancing lesbian, gay, bisexual, transgender, and queer (LGBTQ) equality.

With support from the Bill & Melinda Gates Foundation, Pride Foundation is excited to announce a new four-year grant-making initiative to fund innovative, collaborative approaches in Washington State and Portland, Oregon **that address the unique needs of homeless LGBTQ youth**. We do so in recognition of the following realities:

1. LGBTQ youth are vastly disproportionately represented within the homeless youth population and their homelessness is often driven by family conflict over their sexual orientation and gender identity.¹
2. Homelessness during youth can lead to educational setbacks, physical and mental health challenges, substance use problems, justice system engagement, and problems securing and maintaining employment.
3. Innovative, solutions-oriented strategies for addressing this crisis are emerging and maturing locally and nationally.

Pride Foundation seeks to leverage these new strategies in ways that build the capacity of both LGBTQ-specific and mainstream nonprofits, and advance innovative programs that strengthen community support for this disproportionately-vulnerable group.

Goals and overview

The goal of this initiative is to build the capacity of providers to address the needs of homeless LGBTQ youth and young adults (ages 12-25). We have a particular interest in:

- expanding (or “re-rooting” in new communities) innovative models that have shown promise both in terms of (a) prevention (work with runaway/throwaway youth and their families to prevent youth from being homeless) and (b) effective services that provide youth and young adults with appropriate and meaningful supports when they cannot return to their families of origin,
- deepening investments for services that address the needs of homeless LGBTQ youth in more rural and remote communities,
- supporting collaborations between mainstream and LGBTQ-specific organizations to provide specialized services for LGBTQ youth,

¹ Ray, *Lesbian, gay, bisexual and transgender youth: An epidemic of homelessness*, 2006; National Alliance to End Homelessness, *LGBTQ Youth Fact Sheet*; Durso & Gates, *Serving Our Youth: Findings from a National Survey of Service Providers Working with Lesbian, Gay, Bisexual, and Transgender Youth who are Homeless or At Risk of Becoming Homeless*, 2012

- helping build capacity with mainstream nonprofits, such as policy groups and service providers, to offer specialized services for LGBTQ youth.

We will lean toward provision of multi-year grants in the \$20,000-\$30,000 range, although we will also consider compelling time-limited, one-year or two-year grant requests. Funding after Year 1 will depend on progress toward outcomes, assessed through progress reports and site visits. In addition, we will look to provide additional capacity building and peer networking opportunities to grantees such as convenings or trainings as defined by the group.

We intend to make these grants utilizing a streamlined process (i.e. no Letters of Intent) and a faster turn-around time in order to get these newly-available resources into the community as soon as possible. Pride Foundation will award grants totaling at least \$100,000 a year for at least four years under this initiative.

Grant making will be carried out with the support of a geographically- and culturally-diverse panel that includes Pride Foundation staff, board, and knowledgeable people in the field.

Grant making criteria

Criteria for grant awards will include, but will not be limited to:

- Potential to impact lives of homeless LGBTQ youth.
- Strength of partnership engaged in proposed work, including the range of mainstream homeless providers and policymakers, and LGBTQ groups.
- Degree of innovation.
- Grant seeker's capacity to successfully complete proposed work.
- Degree to which the proposed work builds on existing regional homelessness plans as applicable.
- Ability of grant-seekers to identify other potential sources of funding for sustaining the proposed work.
- Grant seeker's capacity to engage in this work over the long term.
- Likelihood that this support will be pivotal to advancing the field.

Application guidelines

A complete application will include an executive summary, a project narrative, and a budget and budget narrative. Detailed instructions follow.

A. Executive summary: Please include a brief (one paragraph) overview of the proposal. The overview should include the name and stated mission of your organization, the proposed amount of the grant, and how the project supports the goal noted in B. above.

B. Program narrative: Please respond to the following. (As a general guide, consider responding to numbers 1-5 in approximately three pages and number 6 in two pages for a total of five pages.)

1. Describe the population you intend to serve and the existing need. Is this a new population for your organization? Please note any available data (local, regional, and/ or national) to support the need for the proposed program.

2. What do you plan on doing with the funds requested? Please describe your goals, strategies, activities, and timeline.
3. What do you hope to achieve with this project; what are your projected outcomes? How will you know you were successful; what will be different as a result of this project?
4. What community partners will be a part of this project? (Please list). What will each organization play and what expertise do they bring?
5. What existing homeless or poverty reduction initiatives is the project building upon or working with?
6. Describe your organization's capacity to address the need for this project including:
 - a) mission alignment,
 - b) relevant experience working on issues of homelessness and with LGBTQ youth,
 - c) human resources,
 - d) professional development,
 - e) capacity needs,
 - f) evaluation, and
 - g) financial capacity.

a. *Mission alignment:*

- How does this program further the mission and goals of your organization?
- How does this program expand or further your current or past efforts related to homelessness or working with LGBTQ youth? Which relevant community collaborations are you (or have you been) involved in that address the identified need?

b. *Relevant experience:*

- Which similar types of projects has your organization undertaken in the past, including the goals of the projects and the projects' success in relation to those goals.
- Are there unique characteristics or activities of your organization that make it particularly well-suited to implement this project?

c. *Human resources:*

- Please describe your organization's leadership, management, and operational structure, including the roles and responsibilities of the staff, board, and volunteer positions that would be responsible for carrying out the work, and the names of the staff and board members and volunteers who would participate in the proposed program.

d. *Professional development:*

- In what ways are your relevant staff engaged with professional networks that ensures your organization stays current in your field and learns from its colleagues?
- Please describe any topics that would best support the success of your staff and board members in the proposed work that might be addressed in the additional capacity building and peer networking opportunities to be provided to grantees.

e. *Capacity needs:*

- Please discuss any steps your organization would need to take to increase its capacity in order to successfully implement this project, and the plan for doing so.

f. *Outcomes, measurement, and evaluation:*

- Please discuss how you will assess the program's progress and outcomes.

g. *Financial capacity:*

- Please discuss specifically how your lead organization would administer and manage funds for this project if there are a number of partners.
- Please discuss any potential financial impact or risk to your organization associated with implementing this project.

C. *Program budget and budget narrative:* [Please complete the attached operating and project budget templates](#). (Note: there are two tabs—operating and project. Be sure to complete both.) Also, attach a short narrative that responds to the following: identify any factors that could significantly affect your organization's ability to operate within the proposed budget, and describe how your organization will manage or mitigate those factors.

General instructions

Please be concise. The narrative should be no more than five single-spaced pages, excluding the supporting documents. We recognize that five pages may feel restrictive. We encourage you to use bulleted lists and other space or word-saving measures where appropriate. Also, do not feel obligated to restate any information in multiple sections.

Please use letter-page format, 12-point font, and at least one-inch margins, and include your organization's name and the page number and date in the footer.

Please submit your application electronically in Word format to Kris Hermanns at kris@pridefoundation.org by 5:00 PM on Monday, April 1, 2013.

Timeline

- RFP issued: Friday, February 15, 2013
- Community Information sessions (conference calls):
 1. Wednesday, March 6 at 12:00 PM
 2. Thursday, March 7 at 4:00 PM
- Applications due: Monday, April 1, 2013
- Awards made: No later than June 1, 2013
- Progress report: 10 months after award date

Community Information Sessions

- Wednesday, March 6 from Noon to 1:00 PM – [RSVP NOW](#)
- Thursday, March 7 from 4:00 to 5:00 PM – [RSVP NOW](#)

Please RSVP by Monday, March 4. To join the conference call, dial toll-free 1.866.740.1260 and enter meeting access number 3233318.