



## DTRHT Racial Equity NOW Cohort Letter of Interest

### BACKGROUND

Awarded in 2017 as a Kellogg Foundation place-based program, Dallas TRHT is a community-based organization focused on planning for and bringing about transformational and sustainable change, and to address the historic and contemporary effects of racism. Dallas TRHT's mission is *to create a radically inclusive city by addressing race and racism through narrative change, relationship building and equitable policies and practices* with a vision of a Dallas where no North and South divisions exist in terms of race, wealth, arts, culture, health, safety, education and opportunity, and communities actively, honestly and openly acknowledge, repair and heal from its past and present racial inequities.

A hierarchy of human value is embedded in the policies and practices of organizations who have not engaged in racial equity work. This lack of awareness in organizations can contribute to already overwhelming racial disparities marginalized communities face daily. This problem is heightened within the nonprofit sector and is a necessity for organizations that serve or want to serve communities of color facing racial inequities and disparities. To move towards equity, organizations must address the unacknowledged historical oppression/inequities, and develop a common understanding in relation to current conditions, and works towards developing equitable strategies.

### RACIAL EQUITY NOW COHORT

Partnering with the W. W. Caruth, Jr. Fund, to support, educate and build capacity for the community on the necessity of racial equity and policy implementation, Dallas TRHT will be hosting the Racial Equity NOW Cohort for 2019-2020. The Cohort is designed to provide organizations and their leadership with training/information sharing, case study presentations, policy review and development, outcomes development and site visit.

### IMPORTANT DATES

May 9, 2019	LOI announcement
May 23, 2019	LOI due by 5:00p CST
June 6, 2019	Applications mailed
June 27, 2019	Applications due
July 8-19, 2019	Panel presentations
July 31, 2019	Decision letter mailed
August 21, 2019	RE NOW Cohort kick-off



The Cohort offers three key outcomes for participating organizations. Participants will:

- Increase their knowledge of race, racism, racial healing, racial equity and racial justice and provide leadership development on implementation of racial equity policies and practices within their organization and for their communities.
- Draft racial equity policy, a racial equity theory of change, and an organizational strategic plan with a racial equity lens
- Receive racial equity grant funding to implement their racial equity strategy plans

The Cohort will provide learning opportunities for personnel at all levels of the organization with a requirement that participants include a Board member (for at least ½ of the sessions), senior level decision-making staff member and direct service staff member. In addition to the training and workshops, cohort members will participate in a site visit to an organization that has successfully developed and implemented racial equity policy and strategy. All training, travel and coaching are covered by Dallas TRHT.

A cohort group of up to 10 nonprofits will be selected through a competitive grant process, and will be asked to make a 12-month commitment to this program. Participants will participate in a series of workshops, as well as be provided with one-on-one racial equity coaching on developing and implementing racial equity policy.

The initial session will be held in August 21, 2019, with additional sessions held the 3<sup>rd</sup> Wednesday of each month (except March 2020). Sessions will be 5 hours in length, and will require attendance by a Board member (for at least ½ of the sessions, depending on the topic of a given workshop), senior level decision-making staff member and direct service staff member. Accepted participants will be provided with advance notification of session dates & times, and type of attendee required.

Participants will be provided with up to 50 hours of time during the year long program to work with their racial equity coach. The hours can be broken up and used according to each agency's preference beginning in October 2019 and ending September 2020.

### **ELIGIBLE CRITERIA**

To be eligible to participate in the REI NOW Cohort, applicants must:

1. Have a 501(c)(3) tax-exempt designation from the Internal Revenue Service.
2. Be an agency serving a population of at least 51% of Dallas County residents.



## **SELECTION CRITERIA**

If your organization's LOI is selected to complete the full application, a strong candidate will:

1. Make the case for your organization's need and readiness to engage in capacity building and leadership development to address racial equity;
2. Be an influential organizations that will benefit from the training and bring about transformative change in key areas of society;
3. Focus on building organizational effectiveness to conduct internal and external racial equity policy and systems change;
4. Describe the anticipated difference the cohort will make on the organizations;
5. Offer insight on the organization's knowledge gaps about racial equity and the impact it has on the organization and the community it serves.

## **REI NOW COHORT LETTER OF INTEREST APPLICATION PROCESS**

To apply for the REI NOW Cohort, organizations are asked to submit a letter to Dallas Truth, Racial Healing and Transformation that details your organization's interest in being considered as a participant in the Cohort.

Letters should be sent to the attention of **Errika Moultrie** and **must be received** via e-mail to [errika@dallastrht.org](mailto:errika@dallastrht.org) by **5 PM** on **Thursday, May 23, 2019**. Emails received after the deadline will not be considered.

Letters can be no longer than two (2) pages in length, either single or double spaced, and with the font no smaller than 11 pt. Letters need to provide answers to the following questions:

1. Why is learning about racial equity important to your organization?
2. How will your organization benefit from the training and bring about transformative change in key areas of society?
3. What community in Dallas County do you serve? How do you describe your community? What are the demographics of that community?
4. Has your organization done any racial equity training? If yes, who was the trainer and what did the training entail. If no, why is this training of interest to your organization and why is it important now?

**Applicants will be notified by e-mail no later than Thursday, June 6, 2019 if invited to submit a full application.**

Please contact Errika Moultrie at [errikaf@dallastrht.org](mailto:errikaf@dallastrht.org) if you have questions about the guidelines.