



2022 REQUEST FOR PROPOSALS

Live Inclusively® Actualized

By The Winters Group, Inc.



CONTENTS

03

ABOUT THE WINTERS GROUP, INC.

04

ABOUT LIVE INCLUSIVELY® ACTUALIZED

06

2022 GRANT OPPORTUNITY

07

APPLICANT CRITERIA

08

PROPOSAL CONTENTS

09

SELECTION CRITERIA

10

TIMELINE

11

COMMITMENT TO LIVE INCLUSIVELY®
IN ENGLISH AND SPANISH



ABOUT

THE WINTERS GROUP, INC.



The Winters Group, Inc. is a Black woman-owned global diversity, equity, inclusion and justice consulting firm. For nearly four decades, we've supported leaders and organizations with developing transformative, sustainable solutions for equity, inclusion and justice. We've partnered with hundreds of organizations to develop, execute and measure strategies that foster inclusion and lead to breakthrough results. At our core, The Winters Group, Inc. facilitates dialogue to shift perspectives and empower action in service of equity, justice and inclusion.

Our values are both our identity and our promise, driving our daily interactions with each other, our clients and our community. This is how Live Inclusively® Actualized came to be. It is our deep and heartfelt commitment to create an equitable world.

Live Inclusively.[®] actualized

About

Live Inclusively[®] Actualized is The Winters Group's corporate social responsibility arm, focusing on efforts to create an equitable world.

It focuses on three areas of giving: grant making, volunteerism, and pro-bono and discounted services.

Vision

We envision a world that has fully actualized access, equity, inclusion and justice for all people.

Mission

We aim to break down systemic barriers that impact BIPOC communities through sponsorship and grantmaking to organizations and programs *by and for* BIPOC; and service opportunities that promote inclusion, equity and justice.





*Live Inclusively® Actualized
is our intentional effort
to create a world where
barriers no longer exist, where
humanity and difference is
accepted and celebrated,
and where we truly experience
and all do our part to
actualize equity and inclusion.*



MARY-FRANCES WINTERS,
FOUNDER, PRESIDENT, AND CEO,
THE WINTERS GROUP, INC.

2022 GRANT OPPORTUNITY

Through Live Inclusively® Actualized, The Winters Group, Inc. will award grants to BIPOC- (Black, Indigenous, People of Color) owned 501c3 nonprofit organizations that work to break down systemic barriers in their communities. Funded programs can include, but are not limited to, organizations that provide the following services:

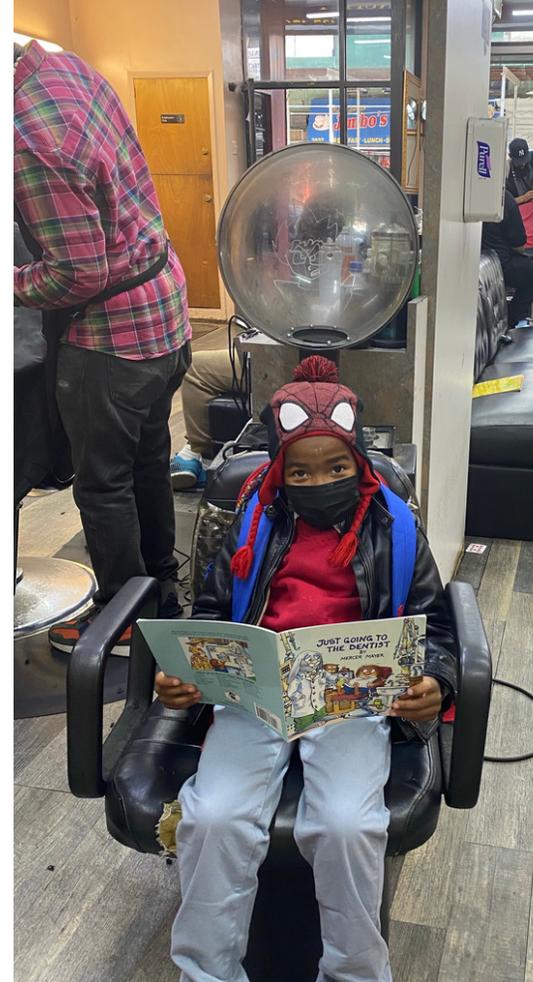
- Educational access and support
- Advocacy and social justice
- Professional development
- Financial literacy
- Entrepreneurship
- Empowerment
- Food justice



APPLICANT CRITERIA

- 501c3 nonprofit owned by BIPOC with more than 1 year of service
- Demonstrates community impact through measures such as participant narratives, quantitative outcomes, community engagement, etc.
- Demonstrates success in providing services that meet key needs of BIPOC communities
- Demonstrates budgetary capacity beyond this award opportunity
- Timely submission of all requested content

* Organizations who have been a Live Inclusively® Actualized grant recipient for three consecutive years will not be eligible in order to give the opportunity to other organizations. You may apply again after a gap year.



PROPOSAL CONTENTS

All proposals **MUST** include the following sections, labeled, and in stated order in the form of *one PDF*:

- **Table of Contents**
- **Cover Letter**
- **Proposal Summary** (*An overview or executive summary of the proposal contents.*)
- **Point of Contact** (*Person who should be contacted with questions or updates regarding this RFP. Include name, title, mailing address, email address, phone number.*)
- **Organizational Narrative**
- **Program Narrative** (*Include project timeline and sustainability narrative.*)
- **Key Performance Indicators** (*Include goals, metrics and results, as well as how you plan to evaluate the program.*)
- **Participant Profile** (*Overview of the demographics that are served by the program and organization.*)
- **Budget Narrative** (*Include overall program budget, requested funding amount* and other funding sources.*)
- **Proof of current 501c3 status**
- **Three references**

We welcome thoughtful inclusion of additional, succinct materials that clearly support the proposal. These can be added in an appendix.

Deadline for submission: Completed proposals should be emailed to LIA@wintersgroup.com by **May 27, 2022, in one PDF**.

Submitters are solely responsible for ensuring that proposals are delivered on time. The Winters Group reserves the right to not review late submissions.

*The Winters Group reserves the right to award the amount at their discretion. Past awards have ranged from \$2,000 - 20,000.

SELECTION CRITERIA

The grant review panel will review and score each proposal using the scoring criteria listed below. Only proposals that pass an initial internal checklist of required proposal contents (see page 8) will be reviewed. Responsive applications will be evaluated strictly in accordance with the guidelines stated in this RFP. Each reviewer will independently review and objectively score proposals against the specific scoring criteria outlined below.

Organizational Narrative

- *The extent to which the proposal states the mission of the organization.*
- *The extent to which the proposal describes the history of the organization.*
- *The extent to which the proposal demonstrates that their staff is well equipped with the skills necessary to effectively deliver services.*

Program Narrative

- *The extent to which the proposal described the program, including a timeline and sustainability narrative.*
- *The extent to which the program provides key services and support for BIPOC.*

Key Performance Indicators

- *The extent to which the proposal describes key measures of community impact, including involvement of participant/customer voice.*
- *The extent to which the proposal describes an effective evaluation plan that emphasizes collective accountability.*

Participant Profile

- *The extent to which the proposal describes the number of participants they can serve.*
- *The extent to which the proposal demonstrates experience working with the demographic, anticipated challenges and strategies to overcome them.*

Budget Narrative

- *The extent to which the proposal provides a clear explanation of the organizational budget and budget capacity, including other funding sources.*
- *The extent to which the proposal provides a clear explanation of the budget for the program for which funds are requested, including the amount of funding requested.*
- *The extent to which the proposal appropriately allocates the funds for programming and service delivery.*

TIMELINE

April 25, 2022

Request for Proposals Released

May 2, 2022

Written Questions Due (Nonprofits can submit questions and requests for additional information on the proposal process to LIA@wintersgroup.com.)

May 6, 2022

Intent to Submit (Must notify LIA@wintersgroup.com of intent to submit a proposal.)

May 13, 2022

Response to Written Questions Posted

May 27, 2022

Proposal Due

July 18, 2022

Notification and Scheduling of Interviews

August 1 - 5, 2022

Finalist Presentations / Interviews

August 22, 2022

Notice of Intent to Award Funding



**The Winters Group does not guarantee the above schedule and reserves the right to revise the above dates.*

Our Commitment to *Live Inclusively.*®

I commit to be intentional in living inclusively.

I commit to spending more time getting to know myself and understanding my culture. It is in understanding myself, that I am better positioned to understand others. I will acknowledge that **I don't know what I don't know**, but I will not use what is unconscious as an excuse.

I will be intentional in exposing myself to difference. If I don't know, I will ask. If I am asked, **I will assume positive intent**. Most importantly, I will accept my responsibility in increasing my own knowledge and understanding.

I commit to **speaking up and speaking out**, even when I am not directly impacted, for there is no such thing as neutrality in the quest for equity, justice, and inclusion.

I will strive to accept, and not just tolerate; respect, even if I don't agree; and be curious, not judgmental. I commit to pausing and listening. I will be **empathetic to the experiences and perspectives of my "others."** I will use my privilege positively, and get comfortable with my own discomfort.

I commit to knowing, getting, and doing better than I did yesterday—keeping in mind **my commitment to Live Inclusively® is a journey, not a destination.**

Nuestro compromiso de *Vivir de Manera Inclusiva.*

Me comprometo a vivir de manera inclusiva.

Me comprometo a dedicarle más tiempo a conocerme a mí mismo/a y a entender mi cultura. Al entenderme a mí mismo/a, estaré en mejores condiciones para entender a los demás. Reconoceré que no sé lo que no sé y no utilizaré lo que es mi inconsciente como excusa para decir que actúe sin saber o sin mala intención.

Tendré la determinación de exponerme a aquello que para mí es diferente. Si no sé, preguntaré. Si me preguntan, asumiré que existe una buena intención. Y lo que es más importante, aceptaré mi responsabilidad de aumentar mi propio conocimiento y comprensión.

Me comprometo a expresar y levantar mi voz para expresar todo aquello que sea necesario, aunque no me afecte directamente, ya que reconozco que no existe la neutralidad en la búsqueda de la equidad, la justicia y la inclusión.

Me esforzaré en aceptar, y no sólo tolerar; en respetar, aunque no esté de acuerdo; en tener curiosidad y apertura y no juzgar. Me comprometo a hacer una pausa y a escuchar. Seré empático/a con las experiencias y perspectivas de los “otros”. Utilizaré mis privilegios de manera positiva y me sentiré cómodo/a con mi propia incomodidad.

Me comprometo a conocer, conseguir y hacer las cosas mejor que ayer, teniendo en cuenta que mi compromiso de vivir de forma inclusiva es una travesía y un camino, no un destino.