



TRACY FAMILY FOUNDATION

Capacity Building Program

Request for Proposal

Diversity, Equity, and Inclusion Development

Opportunity for Nonprofits in West Central Illinois

The Tracy Family Foundation wants to help nonprofit organizations and schools become more effective by providing a customized Diversity, Equity, and Inclusion (DEI) Development and Coaching. The Tracy Family Foundation is issuing a Request for Proposal (RFP) to organizations for \$5,000 which requires a 10% matching contribution (\$500), totaling \$5,500 for the experience. Nonprofit and educational organizations serving west central Illinois in the counties of Adams, Brown, Cass, Greene, Hancock, McDonough, Morgan, Pike, Scott, and Schuyler are eligible to submit a proposal.

What is DEI?

Diversity is the presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective.

Equity is promoting justice, impartiality, and fairness within the procedures, processes, and distribution of resources by institutions, organizations, or systems.

Inclusion is an outcome to ensure those that are diverse feel welcome. Inclusion outcomes are met when you, your organization, and your program are truly inviting to all.

Program Description

The DEI Customized Coaching and Training program intends to help leaders thoughtfully evaluate and successfully implement Diversity, Equity, and Inclusion practices in their organizations. The program will help participants assess their current DEI policies and practices, reflect upon strengths and concerns, and ultimately help organizations strengthen their existing DEI practices through coaching and training as needed. It will work with leaders and Boards to explore existing practices and to develop practical strategies for their organization. The customized coaching and training sessions will be identified and completed with your DEI coach. You and your DEI coach will determine meeting dates and times.

Program Facilitator

Latonya Brock has been in leadership for over 25 years. Most recently, she served as the President and CEO of the Quincy Area Chamber of Commerce. She is now the founder of Brock Consulting and a Management Consultant for Inclusivity, a national provider of DEI training resources. She has led many DEI conversations in Quincy and the surrounding area. She leads with excellence, compassion, humor, and a servant's heart. She enjoys coaching and developing leaders and teams. Latonya has a unique way of delivering content and capturing people's attention. Her gentle approach of asking deep, thought-provoking questions assists in helping uncover what is blocking or stopping individuals from becoming the best version of their authentic selves.

Selection Criteria

The "readiness" factors that will be considered when selecting nonprofit organizations for the Diversity, Equity, and Inclusion Development capacity building project are as follows:

- ✓ Does the organization...
 1. demonstrate a commitment for organization leaders to attend and fully participate in all sessions of the Diversity, Equity, and Inclusion Development series?
 2. demonstrate board support and commitment by resolution to honestly assess the organization's DEI progress?
 3. demonstrate a commitment from leaders, board, and other stakeholders to implement a DEI action plan?

How to Apply

The Diversity, Equity, and Inclusion Development Request for Proposal is an on-demand application, meaning organizations may apply anytime throughout the year. Applications are reviewed on a rolling basis. Organizations interested in applying are asked to submit a **Capacity Building Grant** to the Tracy Family Foundation. <http://tracyfoundation.org/apply>

Questions?

Feel free to contact Callie Niederhauser at callie.niederhauser@tracyfoundation.org

About the Tracy Family Foundation

The Tracy Family Foundation (TFF) was established in 1997 by the Robert and Dorothy Tracy family to advance innovative, collaborative, and sustainable change in Brown County, Illinois, and the surrounding region through organizations that share the values of family, faith, education, advance innovative, collaborative, and sustainable change in Brown County, Illinois, and the surrounding region through organizations that share the values of family, faith, education, leadership, and community. TFF seeks to cultivate a philanthropic spirit in all generations of the Robert and Dorothy Tracy family by providing opportunities for the family to give and serve together. Find out more at www.tracyfoundation.org.