

Racial Equity and Social Justice 2025

Community Foundation of Western Massachusetts

Instructions

Welcome to the Community Foundation of Western Massachusetts' (CFWM) Racial Equity and Social Justice 2025 grant application.

Program Details:

Racial Equity and Social Justice 2025 will provide funding for projects that endeavor to build long-term community power. This includes, but is not limited to:

- grassroots organizing;
- leadership development for directly impacted individuals;
- policy and systems advocacy within the allowable scope for nonprofits;
- civic engagement and base-building; coalition-building and community-led initiatives.

We welcome applications from organizations at various stages, whether learning, emerging or established—that demonstrate a strong commitment to equity, community leadership, and sustainable power-building. These grants are not intended to support internal organizational DEI initiatives.

CFWM offers two grant tracks through this initiative: Learning grants and Emerging grants. Criteria for each grant track is defined later in the application.

Racial Equity and Social Justice 2025 provides grants of up to \$30,000 depending on the grant track that is appropriate for the organization. Funds must be spent from September 1, 2025 to August 31, 2026. CFWM will award a total of approximately ***\$150,000*** for this grant opportunity.

Eligibility:

- Eligible organizations must have an IRS-designated 501(c)(3) status or an existing fiscal sponsor.
- Organizations should be located in and serve residents in Franklin, Hampden, and/or Hampshire counties.
- Organizations must have a current operating budget of less than \$5M.
- Current CFWM grantees are eligible to apply. These grants may run concurrently with other CFWM grants.

- If awarded, this grant round will not preclude you from applying for future CFWM grant opportunities.

****** In addition, preference will be given to organizations with BIPOC leadership and where leadership is reflective of the communities they serve.

Learning Grants Criteria:

- Organizations may have limited or no prior experience in systems change or power building work.
- Demonstrated interest and commitment to building internal capacity around racial equity.
- A desire to engage in collective learning and contribute to future coalition-based power building efforts through the Racial Equity and Social Justice Initiative (RESJI).

Emerging Grants Criteria:

- Organization has been actively engaged in systems change or power building work for at least 1–3 years.
- Demonstrated commitment to advancing this long-term work.
- Active participation in a coalition or network focused on power building work or racial equity/social justice work.
- A desire to engage in collective learning and contribute to future coalition-based power building efforts through the RESJI.

All funded work must be:

- Rooted in Hampden, Hampshire, and/or Franklin County.
- Led by or meaningfully guided by communities most impacted by racial, economic, or social inequality.
- Grounded in racial justice and committed to systemic change.

Funding cannot support the following:

- Support for internal organizational DEI initiatives.
- Expenses that occur outside the 12-month funding timeframe.
- Endowments or capital campaigns.
- Sectarian or religious organizations unless as a fiscal sponsor for a broad community benefit.
- Institutions of higher education - including scholarships.
- Academic research.
- Organizations whose mission is to support municipalities/government agencies such as friends of libraries or school systems.
- K-12 schools - public, private, or charter
- Start-ups or organizations less than six months old.

Online Information Session with CFWM Program staff:

Please join us for a virtual Information session that will provide details on the Racial Equity & Social Justice (RESJ) 2025 grant opportunity and the application. These sessions provide a fantastic opportunity to learn more about the grant, understand the eligibility criteria and program guidelines, and ask any questions you may have about the application process. This session will be recorded and uploaded to the website to view at your convenience.

June 16, 2025, noon- 1pm

Zoom

Link: <https://us02web.zoom.us/j/81646567463?pwd=2bzaVAInyGMS2ENzlnfGHMqbQqdI0I.1>

Online Open Office Hours for the RESJ grant opportunity:

If you're considering applying for a RESJ 2025 grant and have questions, please join these virtual, drop-in Open Office hours to meet with CFWM Program staff and get answers to your questions. Staff will be available via ZOOM for two hours. Please join us on Zoom at your convenience during the times and dates specified below.

June 25, 2025, 10am - noon

Zoom Link:

<https://us02web.zoom.us/j/88517623013?pwd=EJltkEbbciLRRbaxuUBson5enbmiSs.1>

July 8, 2025, 10am - noon

Zoom Link:

<https://us02web.zoom.us/j/87010488961?pwd=o3Xoh0sRHuKpluWK81y5P6sdOQYHjW.1>

Timeline:

Deadline: The online grant application will close at ***noon (EST) July 14, 2025.***

Technical support is available Monday - Friday from 8 a.m. - 4 p.m.

***** Please note that CFWM offices will be closed June 30th through July 4th for our annual Rejuvenation week. We are unable to respond to questions or emails during this time. We return to work on July 7th and will respond to any emails at that time.***

Review:

- Unless a question arises about an application, applicants should not expect to be contacted until a funding decision has been reached.

Decisions:

- Funding decisions will be sent via email on or before August 25, 2025.
- Funds for awarded organizations will be released in early September 2025.

We are here to assist you with the grants process. Please email us at grants@communityfoundation.org with any questions including any technical difficulties or if

any of your applicant or organization information in the box at the top of the application is incorrect.

You can also email JMarkham@communityfoundation.org if you need clarification on any of the questions in this application or you have specific questions about your organization's application.

Organization Information

Anti-Discrimination Policy 2024*

Please click [here](#) to read the CFWM Anti-Discrimination Policy.

I certify that I have read the CFWM Anti-Discrimination policy, and the applying organization complies with this policy. Please choose Yes or No.

Choices

Yes

No

Grantmaking Policy 2024*

Please click [here](#) to read the CFWM Grantmaking Policy.

I certify that I have read the CFWM Grantmaking policy, and the applying organization understands and agrees with CFWM's implementation of this policy. Please choose Yes or No.

Choices

Yes

No

Physical Location of Organization

Please enter the address of your physical location, if different from your mailing address. If the address is the same, leave this field blank.

Character Limit: 250

About Your Organization*

How would you explain who you are as an organization to someone unfamiliar with your work? What are the problems you are attempting to solve or opportunities you provide to the community?

Maximum of 3,000 characters including spaces.

Character Limit: 3000

Organization Structure*

Please choose one response which best describes your organization's structure. "The organization is...."

Choices

fiscally sponsored.

a member of a national organization, but we have our own EIN #.
a program operating as part of a larger organization (EIN# is in the larger organization's name).
designated by the IRS as a 501(c)(3) and we have our own EIN#.

Fiscal Sponsor Paperwork Submitted To CFWM

Fiscal Sponsor Approved by CFWM*

Fiscal sponsorship information is reviewed by CFWM annually.

Have you submitted your current fiscal sponsor information to CFWM within the past 12 months and received CFWM approval?

Choices

Yes

No

Previously Approved Fiscal Sponsor Paperwork

Because the CFWM approved paperwork for your current fiscal sponsor is already on file with us, you only need to complete the fields below about your fiscal sponsor.

If you have any questions about your existing fiscal sponsorship, please [contact us directly at grants@communityfoundation.org](mailto:grants@communityfoundation.org) before submitting your application so that we can answer your questions and help you through the process.

Fiscal Sponsor Organization Name*

Please enter the organization name for your fiscal sponsor.

Character Limit: 250

Address of Fiscal Sponsor*

Please enter the mailing address for your fiscal sponsor. Include street address, city, state and zip code.

Character Limit: 500

Name of Top Person for the Fiscal Sponsor*

Please enter the name of the person who is the head of the organization (i.e. Executive Director, President, etc.).

Character Limit: 250

Title for Head of Fiscal Sponsor*

Please enter the title for the person who is the head of the organization (i.e. Executive Director, President, etc.).

Character Limit: 75

Email Address for Executive Director of Fiscal Sponsor*

Please enter the email address of the fiscal sponsor's Executive Director.

Character Limit: 254

Phone Number for Fiscal Sponsor*

Please enter the phone number for the fiscal sponsor's Executive Director. Use the format xxx-xxx-xxxx.

Character Limit: 20

Fiscally Sponsored - New Submission

We are committed to working with newer and smaller organizations. If you cannot provide any of the documents requested below or have other questions, please reach out to us at grants@communityfoundation.org before submitting your application so we can help you through the process.

More information about the requirements for fiscal sponsorship can be found on our [*fiscal sponsorship information page*](#). Fiscal sponsorship documents must be submitted with the application by the due date for the funding opportunity.

Proof of Fiscal Sponsorship Form*

Please complete and upload the Proof of Fiscal Sponsorship form. (Download a copy [here](#).)

File Size Limit: 1 MB

Current audited or reviewed financials*

Please upload the **current** audited or reviewed financial statements for the 501(c)(3) organization that will serve as the project's fiscal sponsor. If those are unavailable, please upload:

- a Revenue & Expense statement *for the most recent year* **and** a current balance sheet if available
- **OR** a completed IRS Form 990 for the previous calendar year.

File Size Limit: 8 MB

Fiscal Sponsor Organization Name*

Please enter the name of your fiscal sponsor.

Character Limit: 250

Address of Fiscal Sponsor*

Please enter the mailing address of your fiscal sponsor. Include street address, city, state, and zip code.

Character Limit: 500

Name of the Top Person for the Fiscal Sponsor*

Please enter the name of the person who is the head of the organization (i.e. Executive Director, President, etc.).

Character Limit: 250

Title for the Person at the Fiscal Sponsor

Please enter the title for the person who is the head of the organization (i.e. Executive Director, President, etc.).

Character Limit: 50

Email address for Executive Director of Fiscal Sponsor*

Please enter the email address for the Executive Director of the fiscal sponsor.

Character Limit: 254

Phone number for the Fiscal Sponsor*

Please enter the phone number for the fiscal sponsor's Executive Director. Use the format xxx-xxx-xxxx.

Character Limit: 20

Member of a national organization

Name of national organization*

Please enter the name of the ***national*** organization of which your organization is a member. Maximum of 50 characters including spaces.

Character Limit: 50

EIN # of the national organization*

Please enter the EIN# (provided by the IRS) of the ***national*** organization. Please enter using the following format: xx-xxxxxxx.

Character Limit: 15

A program operating under/as part of a larger organization

Name of larger organization*

Please enter the name of the larger organization (the parent organization) of which this program is a part. Maximum of 100 characters including spaces.

Character Limit: 100

EIN # of larger organization*

Please enter the ***EIN # provided by the IRS for the larger organization*** (the parent organization). Please use the following format: xx-xxxxxxx.

Character Limit: 15

Name of top executive of larger organization*

Please enter the ***name of the top executive of the larger organization*** (i.e. the Executive Director, President, etc. of the larger organization). Maximum of 30 characters including spaces.

Character Limit: 30

Title of the top executive of the larger organization*

Please enter the ***title of the top executive of the larger organization*** (the parent organization). Maximum of 30 characters including spaces.

Character Limit: 30

Email address for top executive*

Please enter the ***email*** address for the ***top executive of the larger organization*** (the parent organization).

Character Limit: 250

Phone number for top executive*

Please enter the ***phone number*** for the ***top executive of the larger organization*** (the parent organization). Please use the following format: xxx-xxx-xxxx, ext. xxxx.

Character Limit: 35

Street address of the larger organization*

Please enter the ***street address or P.O. Box*** for the mailing address ***of the larger organization*** (the parent organization). Maximum of 50 characters including spaces.

Character Limit: 50

City/Town*

Please enter the ***city/town*** for the mailing address ***of the larger organization*** (the parent organization). Maximum of 50 characters including spaces.

Character Limit: 50

State*

Please enter the two letter abbreviation for the **state** of the mailing address **of the larger organization** (the parent organization). Maximum of 2 characters including spaces.

Character Limit: 4

Zip code*

Please enter the **zip code** of the mailing address **for the larger organization** (the parent organization).

Character Limit: 15

Website for the larger organization*

Please enter the website for the larger organization (the parent organization).

Character Limit: 250

Geographic Demographics

County(ies) Served

Please estimate the percentage distribution the **organization** currently serves in each of the following counties. The **total** for all four spaces below must equal 100%. Please enter whole numbers only. The percentage sign is assumed.

Franklin County*

Please enter the percentage as a whole number or 0 if this county is not served by the organization. The percentage sign is assumed.

Character Limit: 3

Hampshire County*

Please enter the percentage as a whole number or 0 if this county is not served by the organization. The percentage sign is assumed.

Character Limit: 3

Hampden County*

Please enter the percentage as a whole number or 0 if this county is not served by the organization. The percentage sign is assumed.

Character Limit: 3

Other

Please enter the percentage as a whole number or 0 if the organization serves people outside of the counties shown above. The percentage sign is assumed.

Character Limit: 3

County- Other

Please state which other counties are served by this organization.*

Character Limit: 500

Leadership Information

The following information is being collected for your organization. If fiscally sponsored, this information is being collected for your organization, not the fiscal sponsor.

Board Makeup*

How many people currently serve on the board?

Character Limit: 3

Board Members*

How many board members identify as Black, Indigenous, or a Person of Color (BIPOC)?

Character Limit: 3

Executive Leader*

Does the organization's CEO, Executive Director or equivalent position identify as BIPOC?

Choices

Yes

No

Total Number of Staff*

How many unique staff members work at your organization? This includes part-time and full-time staff.

Character Limit: 20

Total Number of Full-Time Employees*

Please put the full-time equivalent number.

Character Limit: 20

Staff*

What percentage of your staff is made up of people who identify as BIPOC?

Choices

None

1-25%

26-50%

51-75%

76-100%

Grant Request

Project Name*

The software system requires a name for each application. To help us meet this requirement, please enter the phrase, "RESJ 2025" in the field below.

Character Limit: 100

Community Accountability*

What does community accountability look like for your organization?

***** No essay required!** You're welcome to use bullet points or a brief response. There is no need to fill all the space provided.

Maximum of 1,200 characters including spaces.

Character Limit: 1200

Collective Power Opportunity*

What key event, long-standing issue or recent moment are you responding to, and how does it create an opportunity to build collective power?

***** No essay required!** You're welcome to use bullet points or a brief response. There is no need to fill all the space provided.

Maximum of 1,200 characters including spaces.

Character Limit: 1200

Leadership Opportunities*

How will this grant help expand leadership opportunities for directly impacted people?

***** No essay required!** You're welcome to use bullet points or a brief response. There is no need to fill all the space provided.

Maximum of 1,200 characters including spaces.

Character Limit: 1200

CFWM is offering two different grant tracks for this grant round. Please refer to the descriptions below to see which track is most applicable to your organization.

Learning Grants

(Up to \$15,000 for a 12-month grant period)

Learning Grants are designed for organizations that are early in their exploration of system change and power building. These funds support organizational learning, leadership development, and capacity-building efforts tied to racial equity work **within the community**, not intended to support internal organizational DEI initiatives.

Funding also covers participation in **no more than two required grantee learning sessions in collaboration with CFWM**, which offer opportunities to build relationships, skills, and shared strategy among grantees. After one year, Learning Grant recipients may be eligible to apply for the Emerging Grant track.

Eligibility Criteria:

- Organizations may have limited or no prior experience in systems change or power building work
- Demonstrated interest and commitment to building internal capacity around racial equity
- A desire to engage in collective learning and contribute to future coalition-based power building efforts through the **Racial Equity and Social Justice Initiative (RESJI)**.

Emerging Grants

(Up to \$30,000 for a 12-month grant period)

Emerging Grants support organizations that have already begun systems change or power building work and are ready to grow that work. These grants are intended to help deepen strategies, expand reach, and support ongoing advocacy rooted in racial and economic justice within the community.

Funding also covers participation in **no more than two required grantee learning sessions in collaboration with CFWM**, which offer opportunities to build relationships, skills, and shared strategy among grantees.

Eligibility Criteria:

- Organization has been actively engaged in systems change or power building work for at least 1–3 years.
- Demonstrated commitment to advancing this long-term work
- Active participation in a coalition or network focused on power building work or on racial equity/social justice work.
- A desire to engage in collective learning and contribute to future coalition-based power building efforts through the **RESJI**.

Learning or Emerging Grant Track?*

Which grant track do you qualify for based on the descriptions above?

Choices

Learning grant

Emerging grant

Emerging Grant

Existing Efforts*

Describe your organization's existing systems change or power-building efforts. Include specific campaigns, strategies, or programs you've undertaken in the past 1-3 years.

*** **No essay required!** You're welcome to use bullet points or a brief response. There is no need to fill all the space provided.

Maximum of 1,200 characters including spaces.

Character Limit: 1200

Community Involvement in Work*

How are directly impacted individuals involved in designing and leading this work?

*** **No essay required!** You're welcome to use bullet points or a brief response. There is no need to fill all the space provided.

Maximum of 1,200 characters including spaces.

Character Limit: 1200

Desired Goals or Outcomes*

What specific goals or outcomes do you hope to achieve during the grant period?

*** **No essay required!** You're welcome to use bullet points or a brief response. There is no need to fill all the space provided.

Maximum of 1,200 characters including spaces.

Character Limit: 1200

Amount Requested*

Please indicate the amount of funds you would like to request.

Maximum grant funding available is \$30,000.

Character Limit: 20

Learning Grant

Timing*

Why is this the right time for your organization to explore power-building and systems change?

*** **No essay required!** You're welcome to use bullet points or a brief response. There is no need to fill all the space provided.

Maximum of 1,200 characters including spaces.

Character Limit: 1200

Potential Learnings*

What do you hope to learn or build internally through this grant?

*** **No essay required!** You're welcome to use bullet points or a brief response. There is no need to fill all the space provided.

Maximum of 1,200 characters including spaces.

Character Limit: 1200

Capacity & Growth*

Describe your organization's current capacity for racial equity and community organizing work. Where do you see the greatest opportunity for growth?

*** **No essay required!** You're welcome to use bullet points or a brief response. There is no need to fill all the space provided.

Maximum of 1,200 characters including spaces.

Character Limit: 1200

Amount Requested?*

Please indicate the amount of funds you would like to request.

Maximum grant funding available is \$15,000.

Character Limit: 20

Organization Financials

If your organization is fiscally sponsored, we are requesting this information for your organization, not the 501c3 organization (fiscal sponsor).

Fiscal Year End*

You may choose to copy this information from your Candid profile, if you currently have a profile in Candid. Or, you may enter the information in the field below.

Character Limit: 250

Organization Operating Budget*

Enter the current fiscal year operating budget amount for your organization.

Character Limit: 20

Existing Budget for RESJ Work?*

Do you have an existing budget dedicated to your racial equity and power-building work? This may be a stand alone budget or a specific line item within your overall operating budget.

***PLEASE NOTE:** This questions refers to external-facing racial equity efforts, not internal DEI initiatives.*

Choices

Yes

No

Existing Budget

Upload Existing Budget*

Please upload the existing budget for this work. If the budget is shown as a line item in the current operating budget, please upload the current operating budget showing that line item.

If you would like to provide any comments about the budget, there is space below for a brief comment.

Maximum of 1,000 characters including spaces.

Character Limit: 1000 | File Size Limit: 5 MB

No Budget

Budget Estimate & Description*

Please provide a budget estimate and briefly describe what would be included in the budget.

***** No essay required!** You're welcome to use bullet points or a brief response. There is no need to fill all the space provided.

Maximum of 1,200 characters including spaces.

Character Limit: 1200

NEW Electronic Payment Process

Good news! The Community Foundation of Western Massachusetts (CFWM) is excited to announce our transition to electronic payments through BILL, a secure and trusted payment platform. We are committed to maintaining the highest standards of security and integrity while ensuring a safe, simple, and efficient payment process for our partners.

CFWM will start paying grants electronically using BILL. You will need to create a free BILL account (no subscription needed) in order to receive ePayments for any grants awarded in the future. Your bank ACH info will not be visible to CFWM and its employees.

We invite you to create a free BILL account—signing up takes just a few minutes and does not require a subscription. Please click [here](#) if you would like to start the process today. Alternatively, you may wait until the grant decisions are announced to create your account if you prefer.

For an overview of how to set up your account, you can review this [step-by-step guide](#).

Closing Comments

Closing Comments

Please indicate below if there is any additional information you would like to provide regarding the application.

Maximum of 1,200 characters including spaces.

Character Limit: 1200

Additional Materials

If you wish, you may also upload a document that provides additional information about the racial equity work you are doing.

File Size Limit: 10 MB

Applicant Feedback Survey

A *short* survey requesting your feedback on your experience as an applicant will be sent to you upon the submission of your application. Please consider completing the survey. The survey is completely anonymous and will not impact the evaluation of your funding application. Our hope is that your feedback will enable us to improve the application process to make it better for all.

Thank you for taking the time to complete the application. Once you are satisfied with your responses and attachments, please **SUBMIT** the application. The **SUBMIT** button can be found in the bottom, right corner of your screen.

***** Please note that CFWM offices will be closed June 30th through July 4th for our annual Rejuvenation week. We return to work on July 7th.***