

**NYC Fund for Girls and Young Women of Color  
FALL 2023 GRANT GUIDELINES**

<b>APPLICATION TIMELINE</b>	
<b>Information Session</b>	Monday, June 26, 2023, at 10AM EST. Register <a href="#">here</a> .
<b>Deadline to Submit Application in Fluxx</b>	Monday, July 17, 2023, at 11:59PM EST
<b>Site Visit Decision Shared</b>	Tuesday, August 15, 2023
<b>Site Visits</b>	<p>Site visits will be conducted on THREE SPECIFIC DAYS ONLY for approximately 90 minutes at either 10:00 AM or 3:00 PM on the following days:</p> <p>Wednesday, October 4, 2023            Wednesday, October 11, 2023            Wednesday, October 18, 2023</p> <p>Please hold these time slots for all three days.</p>
<b>Notification of Funding Decision</b>	Monday, December 11, 2023
<b>Grant Period</b>	January 1, 2024 - December 31, 2024

**FUNDING OPPORTUNITY**

The NYC Fund for Girls and Young Women of Color is launching phase 2 of the next 7-year initiative. Organizations are invited to apply for an \$80,000, 1-year grant.

Organizations are encouraged to apply for General Operating Support if most of your work aligns with the strategic priorities outlined below. If most of your organization's

work extends beyond the strategic priorities outlined below, please apply for Program Support for your organization's aligned program. If you have questions on which type of support to apply for, please email [gmarroquin@nywf.org](mailto:gmarroquin@nywf.org) for more information.

## Overview of Phase 2 Focus: Mental Health and Emotional Wellbeing for Girls, Young Women and Gender Expansive Youth

The first 7-year phase (2015-2022) of The NYC Fund for Girls and Young Women of Color invested in local leadership and directed its philanthropic resources to underinvested organizations led by and for young women and gender expansive youth of color to advance their leadership. To date, The Fund has invested over \$12 million in more than 60 grantee partner organizations. The first phase of this initiative to ignite and maximize investments in the field concluded in 2022. Entering Phase 2 (2023-2030), The Fund is shifting its focus to the systemic issues that lead to negative impacts in the mental health and emotional wellbeing of girls, young women, and gender expansive youth of color.

Following years of the COVID pandemic, youth-led organizations have faced many ongoing challenges. The turnover among staff and participants is high given several stressors individuals are facing during this challenging time. Mental health has come to the forefront for many grantee partners, as isolation and anxiety over the past few years has been a reality for many girls, young women, and gender expansive youth of color. The underlying issues are consistent among grantee partners – their program participants are concerned about social and economic security, safety, and healing – which can contribute to mental health concerns or challenges.

In recent years, there have been significant increases in certain mental health conditions among youth, including depression, anxiety, social isolation, and suicidal ideation. Often, systems issues contribute to the challenges that impact the mental health of girls, young women, and gender expansive youth. They are at a higher risk for negative mental health outcomes due to factors beyond their control such as social and economic inequities, racism, homophobia, transphobia, lack of access to green spaces, healthy food, housing, health care, financial instability, and interpersonal relationships with family and community.

Informed by youth leaders and community experts, Phase 2 of The Fund will center the mental health and emotional wellbeing of girls, young women, and gender expansive youth of color.

The Fund is looking to support organizations that:

- Are led by and for young women and/or gender expansive youth of color and actively engage youth in decision making at all levels,

- Amplify the importance of mental health,
- Address the systems issues that directly and indirectly impact youth mental health outcomes, and
- Engage girls, young women, and gender expansive youth around their mental health and emotional wellbeing.

By addressing the root causes of mental health issues, The Fund envisions a world where girls, young women, and gender expansive youth of color live in safe, supportive environments that normalize emotional well-being.

At the end of this seven-year phase, our vision is that girls, young women, and gender expansive people of color in New York City will be supported by systems that promote positive mental health, emotional wellbeing, and allow them to seek help without fear of discrimination. Young people will have greater access to green spaces, healthy food, stable housing, employment, and other essentials that support their social and emotional growth as they move into adulthood.

Applying organizations can have well-developed, long-term programming related to systems change for mental health or they may be at the start of their journey exploring mental health within their ongoing work. Innovation around programming related to mental health for young people is also welcome.

## **STRATEGIC PRIORITIES**

Aligned with The Fund's goals described above and its focus on mental health overall in Phase 2, The Fund will prioritize funding for organizations and programs that focus on but not limited to the following:

**Mental health and emotional well-being:** The organization demonstrates a strong commitment to the mental health and emotional wellbeing of girls, young women, and gender expansive youth, including creating a culture of care, organizational and participant-led models for care of young community members in their neighborhood(s), and advocacy around youth health care.

- Create environments free of stigma that allow girls and gender expansive youth of color to talk about their mental health and emotional wellbeing and seek help without feeling ashamed or fearing discrimination.
- Secure the rights of youth in foster care or juvenile detention centers to access comprehensive and inclusive health care.
- Educate families and communities to recognize signs of poor mental health and provide access to support.

- Train school leadership, teachers, counselors, and social workers in responding to mental health issues.
- Engage in youth-adult partnerships to plan, mobilize, and educate communities about youth mental health and emotional wellbeing.
- Improve access to a range of comprehensive care that includes transgender health services.
- Deliver high-quality behavioral health programs responsive to the needs of girls and gender expansive youth of color and their families.

**Economic Security:** The organization advances efforts that build economic security for girls, young women, and gender expansive youth, including work that has potential for significant ripple effects beyond the individual participants toward community or systemic level change by addressing systemic causes of racial, gender, social, and economic disparities faced by girls, young women, and gender expansive youth of color.

- Work to eliminate barriers to housing for high need youth.
- Enhance local access to green spaces in under-resourced, growing, and high-density neighborhoods in NYC.
- Provide access to high quality, nutritious food in schools and/or community centers.

During this cycle, priority will be given to organizations working on the following issues and/or utilizing the following strategies:

- The organization is truly led 'by and for' young women and/or gender expansive youth of color and committed to creating an impact in their field. The organization has a demonstrated record of experience, expertise, and commitment to engaging and developing the leadership of young women, girls, and gender expansive youth of color, including a strong understanding of the needs of young women, girls and gender expansive youth of color with whom they engage that center issues of racial, gender, social, and economic justice in their overall mission and strategy.
- The organization addresses the systemic issues that contribute to inequities that young people face that lead to mental health issues. This includes providing access to green spaces, affordable housing, and healthy food. Efforts may also include organizing, advocacy and narrative shift initiatives and practices.
- The organization develops a leadership pipeline for girls, young women and gender expansive youth, including at the board, executive and senior staff level. Preference will be given to organizations whose Executive Director or other executive staff member(s) are women or gender expansive individuals of color.

## Levels of Impact

Across all the focus areas outlined above, The Fund supports strategies and initiatives at various levels of impact. These include:

- **Systemic:** Changing policies and/or systems to promote and protect the most vulnerable girls, young women, and gender expansive youth of color at the lowest income levels, working to transform under-invested communities for long-term and sustained change. Strategies include addressing administrative, regulatory, and legislative policy locally, or statewide and nationally with a focus on NYC (New York City). We prioritize work that actively engages communities most impacted by those policies in planning and implementing program strategies.
- **Community:** Engaging and mobilizing girls, women, and gender expansive youth of color to become active community members through leadership development; public education and organizing initiatives; and helping local organizations strengthen their work so that individual interventions add up to community transformation.
- **Individual:** Promoting and facilitating individual transformation for girls, young women, and gender expansive youth of color through one-on-one and group activities such as—but not limited to—counseling, training, education, mentoring, and service referrals.

## Priority Communities

The Fund will prioritize the needs of girls, young women, and gender expansive youth of color in any borough of New York City. Examples include, but are not limited to:

- Lived experience with mental health issues
- Experiencing homelessness or unstable housing
- Youth with disabilities
- Immigrant and refugee communities
- LGBTQ (Lesbian, Gay, Bisexual, Transgender, and Questioning)
- Native/Indigenous individuals

## PARTICIPATORY GRANTMAKING APPROACH

Rooted in principles of inclusiveness and empowerment, participatory grantmaking fosters a cross-cultural alliance of stakeholders and lends transparency to the funding process. The Foundation invites a diverse group of women and gender expansive people

with varied professional and life experiences to join the volunteer Grants Advisory Committee (GAC). With guidance from The Foundation staff, the GAC reviews proposals, supports site visits, and makes recommendations for funding to our Board of Directors.

All applicants that move to the site visit stage will engage with a team of GAC members in their site visit.

## **FUNDING RESTRICTIONS**

Funds may not be used for lobbying activities.

## **REQUIRED APPLICATION MATERIALS**

A complete application consists of the following:

- 1) Fluxx Organizational profile
- 2) Fluxx Application Form, including the following attachments:
  - a. Organization Operational Budget for 2023 and 2024 (if available)
  - b. Board of Directors List
  - c. Program Budget (if applying for Program Support) for 2022 and 2023 (if available)
  - d. Fiscal Sponsor Memorandum of Understanding (if using a fiscal sponsor), valid for the grant period.

## **FLUXX INSTRUCTIONS**

All applicants to The New York Women’s Foundation must first register in Fluxx, our online grants management system.

If you already have a New York Women’s Foundation Fluxx account, you do not need to register again. To register for the first time, go to [https://nywf.fluxx.io/user\\_sessions/new](https://nywf.fluxx.io/user_sessions/new) and click “Create an account now.” Once your registration is approved, you will receive your login information to access your grantee portal and application. If you have any questions about your Fluxx account, please email [mcrawford@nywf.org](mailto:mcrawford@nywf.org).

1. Login to your Fluxx account ([https://nywf.fluxx.io/user\\_sessions/new](https://nywf.fluxx.io/user_sessions/new))
2. Navigate to “My Organization” on the left-hand side bar and complete the Organizational profile. Please note completing your Organizational profile is a required part of your application.

- a. To edit the Organization profile, please click Edit in the upper right-hand corner
  - b. Complete your profile by responding to all sections
  - c. Click Save to save your work while in Edit mode. Click Save and Close to finalize your profile or to close it to return to it later
3. Next, navigate to “Open Funding Opportunities” on the left-hand side bar and then click on “New GYWOC Request” to open an application.
4. Complete all sections of the application form. In the Request Documents section of the application, upload the Required Application Materials listed in the above Required Application Materials section.
  - a. Please remember to Save your work often. You may Save and Close the application to return to it later. Once you Save and Close an application, it will appear under Draft Requests on the left-hand side bar in order to return to it later. Once you have finalized your application, please hit Submit on the lower right-hand side
5. Once you have completed your organizational profile and submitted the application form (including uploading the required materials), your application is complete. NYWF staff will reach out regarding any incomplete information.

*Please note, submitted applications may take a minute to appear under “Submitted” and you may need to refresh your webpage.*

## **CONTACT INFORMATION**

If you have questions related to these guidelines or your proposal for submission, please contact your designated Program Officer or Senior Director, Programs Guisela Marroquin at [gmarroquin@nywf.org](mailto:gmarroquin@nywf.org).

If you have any questions regarding Fluxx and submitting your application, please contact Director of Grants and Operations, Marissa Crawford at [mcrawford@nywf.org](mailto:mcrawford@nywf.org).

## **ABOUT THE NYC FUND FOR GIRLS AND YOUNG WOMEN OF COLOR**

The NYC Fund for Girls and Young Women of Color is a diverse group of funders that collaborate to expand philanthropic investment for girls, young women, and gender expansive youth of color in New York City. The first of its kind in the United States, The Fund envisions a city that offers every opportunity for all girls and young women of color, inclusive of two-spirited, transgender and gender non-binary youth, to succeed economically and socially. It pools money to invest in nonprofit efforts that promote the

well-being and leadership of young women of color as change agents, and partners with communities and other allies to advance equity. Managed and housed at The New York Women's Foundation, The Fund's goal is to shift philanthropic practices by increasing sustained investments for girls, young women, and gender expansive youth of color and sharing knowledge on effective strategies and approaches to:

Grow and sustain resourced organizations led by and for girls, young women, and gender expansive youth of color in NYC toward long term generational shifts; and advance life outcomes of girls, young women, and gender expansive youth for successive generations through structural change efforts while also addressing individual immediate harms and historical trauma.

For more information, please visit: <https://nywf.org/project/nyc-fund-for-girls-and-young-women-of-color>

## **ABOUT THE NEW YORK WOMEN'S FOUNDATION**

Since 1987, The New York Women's Foundation has advanced a dynamic philanthropic strategy based on the fundamental reality that, when women thrive, their families and communities also thrive. We invest in women-led, community-based solutions that promote the economic security, safety, and health of the most vulnerable women in New York City. The New York Women's Foundation fosters women's leadership, creates partnerships that spark catalytic change, exchanges insights with experts across sectors, and empowers women by training them in activism and philanthropy to accelerate and sustain forward progress.

For more information, please visit: <https://www.nywf.org/>