



## Doris Duke Charitable Foundation – Environment Program

### Diversity, Equity and Inclusion Capacity Building Program for Conservation Organizations

#### Request for Proposals

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#### **Program Description**

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The Doris Duke Charitable Foundation’s (DDCF) Environment Program is launching a new initiative to support diversity, equity and inclusion (DEI) capacity building in U.S. conservation organizations. Grants of up to \$60,000 over two years<sup>1</sup> will be awarded to approximately 11-12 organizations to support activities that allow them to sustain or accelerate their DEI organizational change efforts.<sup>2</sup> Grants will be selected through a competitive process that is administered by DDCF’s Environment Program; proposals will be reviewed by the program’s Advisory Community, who will make funding recommendations. Grantees will also have the opportunity to engage in peer learning with the other funded organizations, and we seek to find ways to share the learnings from these grants with the broader conservation, environment and philanthropic fields.

A total of \$700,000 will be awarded through the program. Eligible organizations are those that have *demonstrated existing commitment to and action on DEI organizational change* and are seeking funding to help sustain or accelerate their work during this challenging time. This could

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<sup>1</sup> Or up to \$30,000 over one year.

<sup>2</sup> The program may fund a greater number of organizations, depending on the level of funding requests.

include - but is not limited to - organizations that have conducted DEI training or planning, centered racial equity in their work from the start or hired staff to drive their DEI change processes. This program is for organizations that have put serious thought into their DEI change efforts and have begun implementing activities to drive organizational change.

**Applicants must submit their applications electronically by 3:00 p.m. Eastern Time on Friday, July 31.**

*Key Dates and Timeline*

Informational webinar	July 13 from 2:00-3:00 p.m. ET
Proposals due	July 31 at 3:00 p.m. ET
Applicants notified of grant decision	By mid-September
Grant period start date	October 1, 2020

Within the cohort of funded organizations, we seek to fund a diversity of organizations in terms of demographic makeup (e.g., Black-, Indigenous- and people of color-led organizations and white-led organizations), geography (e.g., local to national organizations), and size (e.g., small staff/budgets to larger organizations). This is with the goal of demonstrating that DEI organizational change may look different in different organizational contexts.

Through this program, we seek to develop a more inclusive and transparent grantmaking process that can also inform the way the Environment Program makes grants in its other portfolio areas.

**Program Background**

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Our support of this program is grounded in a fundamental belief that a conservation field that values and integrates a diversity of voices and perspectives will lead to more positive outcomes for wildlife, the environment and people. We also recognize conservation’s history of racism and inequitable practices and the need to center equity – and, in particular, racial equity – in order for the field to be more responsive to disparities and inequities now and into the future.

We seek to support DEI change at the organizational level and believe DEI learning and growth is important for all types of organizations – from white-led to Black,- Indigenous- and People of color-led, small to large, and community based to nationally focused. We understand, however, that DEI change may look different across these different organizational contexts and will be flexible in supporting the needs organizations articulate for themselves.

With the COVID-19 pandemic, we also recognize many non-profit organizations are facing difficult decisions related to staffing, resources, programming and their operations. Many are seeking to understand how to best shift their DEI organizational change efforts to virtual spaces

and how to sustain momentum. We further understand that the nationwide protests against anti-Black violence are leading individuals and organizations to take action against systemic racism and white supremacy. While the DDCF DEI Capacity Building Program is not meant to be a Black Lives Matter or COVID-19 response fund, we acknowledge the new realities organizations are facing and have tried to create a program that is responsive to emerging needs.

## **Program Goals**

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The DEI Capacity Building Program has multiple goals:

### *Organizational Level Goals*

- Advance DEI learning and growth within grantees funded by this program
- Support grantees in meeting their own DEI goals

### *Cohort Level Goals*

- Support a diverse portfolio of organizations (e.g., budget/staff size, demographics and geography) to provide examples of what DEI looks like in different contexts
- Support a learning community of grantees organizations

### *Field Level Goals*

- Advance learning and growth across the conservation, environment and philanthropic fields by sharing learnings/best practices from grantees through case studies and other communications efforts (see Communications section below)
- Through an open RFP process and other communications efforts, articulate the importance of advancing DEI organizational change efforts in challenging times
- Coordinate with other funders supporting DEI capacity building

### *DDCF Goals*

- DDCF engages in its own DEI learning alongside grantees and the Advisory Community
- Experiences from this program will inform the Environment Program's grantmaking and grantmaking process/practice more broadly

## **Program Eligibility**

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In order to be eligible for funding, organizations must:

1. Be a 501(c)(3) non-profit organization or be a project that has an existing fiscal sponsorship by an 501(c)(3) organization.
2. Be based in the United States or its territories.
3. Have a minimum of five staff members (full-time or part-time).
4. Spend a significant portion of its resources (staff, financial, time) on conservation issues in the United States and its territories (see text box below for further explanation).

5. Demonstrate prior commitment to and action on DEI organizational change.<sup>3</sup>

*Collaborative Proposals:* Organizations may also apply in partnership with one or more other non-profits towards a collaborative proposal, whereby each partner organization is participating in a joint or collaborative DEI change effort. We expect there to be an existing partnership between applicants prior to applying for a grant. The primary applicant (i.e., the organization applying and which would receive and manage a DDCF grant) must meet the five eligibility criteria noted above. Partner applicants on the proposal must also meet the eligibility criteria but can have fewer than five staff. Collaborative proposals are eligible for grants of up to \$60,000 over two years. Funding allocations across partner organizations, if applicable, are determined by the partner organizations and should be outlined in the application.

*For the purposes of this program, DDCF recognizes conservation organizations as those that center positive outcomes for biodiversity and nature in their work. Their efforts might also center positive outcomes for people, such as human well-being and access/cultural connections to nature, and engagement of people as stewards of and advocates for nature. This may include, but is not limited to, organizations that focus on the protection, restoration, or stewardship of nature across different settings – from urban areas to remote geographies – or varied political jurisdictions – local, state, federal and/or tribal. This may also include work to address climate change through solutions focused on land and water.*

*Organizations may take a range of approaches to the protection, restoration or stewardship of nature. This includes, but is not limited to, environmental work that centers on-the-ground efforts, advocacy/policy work,<sup>4</sup> and land protection/acquisition, reparations, or repatriations for communities who identify as Black, Indigenous or people of color. DDCF acknowledges the application of traditional knowledge or other culturally distinct conservation methods as essential to combatting white supremacy in conservation. Organizations that may use such practices alongside or instead of western science are eligible and encouraged.*

*We recognize that conservation is multidimensional and intersectional, and requires the engagement of many different communities, stakeholders and sectors to succeed. Organizations that work at these intersections or across multiple issue areas (e.g., education, health, religion, arts, etc.) are also eligible as long as there are clear connections to conservation or a significant portion of their work is focused on conservation.*

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<sup>3</sup> This grant program is not for organizations that are just beginning to think about their DEI organizational change efforts. Applicant organizations must be able to demonstrate prior commitment to and action on DEI organizational change. While there are no specific DEI activities that need to have been completed to be eligible for funding, organizations that have leadership buy-in, have conducted trainings or workshops, have demonstrated long-term planning and that emphasize internal culture change are some examples of organizations that could be eligible.

<sup>4</sup> Note that DDCF is unable to fund legislative or grassroots lobbying.

## Potential Uses of Grant Funds

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We recognize that DEI organizational change may look different in different organizational contexts. We are not prescribing the types of DEI activities that organizations should undertake and instead, want to be flexible about supporting the needs of conservation organizations. That being said, we are interested in supporting organizations that center race in their DEI organizational change efforts, and that emphasize demonstrated cultural change and growth in their institutions. Applicants may request funds for activities that do not center race but instead focus on other facets of diversity (e.g., gender, disability, sexual orientation, etc.), although we expect race to be core to the organization's broader DEI change efforts.

The list of potential uses of grant funds below illustrates some of the types of activities that *could* be funded under this grant program. However, this is not an exhaustive list and applicants may propose other activities related to their DEI organizational change that are not listed here. We recognize that the approach to these activities may need to be adjusted due to COVID-19 impacts (e.g., shifting to virtual platforms), and we ask that you outline those impacts in the application to the extent you are able.

Learning and growth	<ul style="list-style-type: none"> <li>● Participating in board/staff/leadership DEI trainings</li> <li>● Forming DEI networks or learning communities</li> <li>● Sessions/workshops on racial trauma and healing</li> <li>● Convening employee affinity or resource groups</li> <li>● DEI coaching for organizational leaders and/or DEI staff</li> </ul>
Staff and consultant capacity to institute DEI organizational change and improve internal culture	<ul style="list-style-type: none"> <li>● Hiring DEI facilitators or consultants</li> <li>● Hiring/salary for staff to lead DEI efforts (e.g., Chief Diversity Officer)</li> <li>● Compensating staff time/efforts to engage in DEI</li> </ul>
Planning/ Assessment/ Measurement	<ul style="list-style-type: none"> <li>● Developing DEI strategies/plans or assessment/audits</li> <li>● Developing accountability measures or metrics to assess progress on DEI</li> </ul>
Hiring and equitable career and professional development	<ul style="list-style-type: none"> <li>● Development of recruitment/hiring strategies for staff who identify as Black, Indigenous or people of color or other staff underrepresented in your organization</li> <li>● Activities related to the retention and/or promotion of staff who identify as Black, Indigenous or people of color or other staff underrepresented in your organization</li> <li>● Equitable professional development opportunities (e.g., training, coaching, conference attendance, etc.) for staff who identify as Black, Indigenous or people of color or other staff underrepresented</li> </ul>

	<ul style="list-style-type: none"> <li>in your organization</li> <li>Development of recruitment/retention pathways for staff (e.g., internal fellowship program or mentorship program for staff who identify as Black, Indigenous or people of color)</li> </ul>
Accessibility	<ul style="list-style-type: none"> <li>Physical space alterations to support more accessible work environments</li> <li>Upgrades to website/other platforms with a lens towards accessibility</li> </ul>
Black Lives Matter shifts	<ul style="list-style-type: none"> <li>New activities or adjustments to existing activities to ensure your DEI organizational change efforts are responsive to the Black Lives Matter movement</li> </ul>
COVID-19 shifts	<ul style="list-style-type: none"> <li>New activities or adjustments to existing activities to ensure your DEI organizational change efforts can continue through COVID-19 recovery</li> </ul>
Collaborative Proposal	<ul style="list-style-type: none"> <li>Two or more organizations partnering on any DEI organizational change activity(ies)</li> </ul>

Please note that this grant program **will not** fund:

- Indirect costs
- Expenses for costs already incurred (i.e., reimbursement for activities that took place before the grant start date)
- Requests from individuals
- Support for programmatic or external work to engage communities who identify as Black, Indigenous or people of color
- Translation of materials for external program purposes
- General organizational COVID-19 relief/response efforts that do not relate to internal DEI change efforts

**Scoring Criteria**

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The following criteria will be used in the review of grant proposals:

- Organizational commitment to DEI change – the organization has embraced DEI change
- Demonstrated DEI action – the organization has advanced DEI change internally
- Learning/growth mindset – the organization demonstrates an ability to learn and grow from its previous DEI change efforts
- Role of a DDCF grant – the organization demonstrates that a DDCF grant will help accelerate or sustain DEI organizational change

Following the scoring process, the Advisory Community will also seek to build a diverse cohort of grantees based on demographic make-up of organizations, geography (where an organization is based and/or operates), and organization size.

For more information on the grant review and decision-making process, please see the [Frequently Asked Questions \(FAQ\)](#) document.

## Learning Community

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DDCF seeks to support the cohort of funded organizations beyond the grant dollars. Resources and support will be determined by the needs of grantees (through a survey and conversations) and may include, but is not limited to:

- *Peer learning*: facilitating a peer learning opportunity on topics of interests to grantees
- *Technical assistance or trainings*: offering trainings or workshops on topics determined by grantees
- *Convenings or conferences*: offering convening(s) for grantees or resources to attend relevant conferences

## Communications

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In the hopes of broadening the impact of the grant program beyond the cohort of grantees, DDCF seeks to share some of the learnings and best practices from this program and grantees' DEI organizational change efforts with the broader conservation, environment and philanthropic fields. This will likely take the form of a brief written or visual case study or story and may focus on how organizations can continue DEI organizational change in the midst of a global health crisis and/or during a time of societal-level change. We are still finalizing the details of the communications effort and ask that, by applying for funding, organizations commit to working with DDCF on this effort.

## How to Apply

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**Please submit a proposal by 3:00 p.m. ET on July 31.** Application questions can be found [here](#), but you must submit the application online via the platform linked below. Please contact [DEIcapacity@ddcf.org](mailto:DEIcapacity@ddcf.org) if there are extenuating circumstances that would limit your organization's ability to apply via the online platform or if you have any questions about navigating the online platform.

To gain access to DDCF's online platform to submit a proposal, you must provide your organization's nine-digit employer identification number (EIN). Only tax ID's from organizations with 501(c)(3) status are recognized by the online application system.

[Click here to START a new application.](#)

Click this link once. Create a bookmark for the webpage linked immediately above once you have started the application. Using the above link more than once will create multiple applications.

[Click here to RETURN to an existing application.](#)

If you have accessed the online system previously to submit applications or progress reports, use your existing account information to log in. If you do not know your password, you can request to reset it on the main log-in page.

### **Applicant Resources and Contact Information**

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Due to limited staff capacity to handle phone inquiries, we ask that you please first refer to the [Frequently Asked Questions \(FAQ\)](#) document if you have any questions (we will be updating this document regularly as we field questions).

We will also be hosting an informational webinar on Monday, July 13<sup>th</sup> from 2:00 p.m. to 3:00 p.m. E.T. [Please register for the webinar here.](#) We will share the Zoom link prior to the call.

If you have additional questions that are not covered in the FAQ, please email us at [DEIcapacity@ddcf.org](mailto:DEIcapacity@ddcf.org). We hope to respond to email inquiries within two to three business days.

### **About DDCF and the Environment Program**

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The mission of the Doris Duke Charitable Foundation is to improve the quality of people's lives through grants supporting the performing arts, environmental conservation, medical research and child well-being, and through preservation of the cultural and environmental legacy of Doris Duke's properties. For more information, please visit <https://www.ddcf.org/>.

The mission of the Environment Program is to ensure a thriving, resilient environment for wildlife and people, and foster an inclusive, effective conservation movement. The foundation's awareness of climate change as the greatest emerging threat to biodiversity — and the need to aggressively mitigate it without unnecessarily sacrificing wildlife habitat — shapes its environmental grant making priorities. More than \$415 million in grants related to the conservation of wildlife in the United States have been made by the foundation since it was established in 1997. To learn more, visit: [www.ddcf.org/what-we-fund/environment](http://www.ddcf.org/what-we-fund/environment)