

## Equity and Inclusion Prospects

Funder	Deadline Timeline/ Eligibility	Program Summary
<a href="#">Andrew Mellon Foundation</a>	Varying LOI deadlines based on program	<p><b>Higher Learning</b> supports inclusive humanities education and diverse learning environments—spaces where the ideas that enrich our understanding of a complex world are created and elevated.</p> <p>The Foundation works with colleges, universities, and other organizations that embrace equity in higher learning, with a focus on historically underserved populations, including nontraditional and incarcerated students. Alongside our investment at the undergraduate and graduate levels in the work and health of core humanities fields, we offer robust support for paradigm-shifting interdisciplinary studies that are necessary to the evolution of those traditional disciplines. Mellon has a new program area dedicated to higher learning within prison and incarcerated populations</p> <p><b>Public Knowledge</b> supports archives, presses, and a range of university, public, and other local, national, and global libraries that are foundational to knowledge production and distribution. We prioritize grantmaking that supports the innovative maintenance of technology, tools, and infrastructure for content related to our social justice orientation, expands digital inclusion, and focuses on the preservation of materials from historically underrepresented and underfunded cultures and populations.</p>
<a href="#">Bill and Melinda Gates Foundation</a>	Varying LOI deadlines based on program	<p>The Bill and Melinda Gates Foundation has a variety of funding areas working to reduce inequity in different sectors. Improving health outcomes in developing countries has been the top priority of Gates philanthropy from the start. Their foundation's Global Health Division seeks "to harness advances in science and technology to save lives in developing countries. It has been committed to the fight against COVID-19, and has shifted much of its funding to the pandemic. In addition to health, the Gates Foundation also has an interest in Global Development, to identify and fund high-impact solutions that can help hundreds of millions of people lift themselves out of poverty and build better lives. While the bulk of Gates philanthropy prioritizes global issues, the foundation is a major funder of work and education in the United States. The foundation says that its primary focus in this area "is on ensuring that all students graduate from high school prepared for college and have an opportunity to earn a post-secondary degree with labor-market value."</p>
<a href="#">Carnegie Corporation of New York</a>	Varying LOI deadlines based on program	<p>The foundation invests in knowledge that inspires informed action in democracy, education, and international peace.</p> <p>In education, the foundation's grantmaking aims to ensure that American public education prepares all students with the knowledge, skills, and dispositions they need to fully participate in democracy and thrive in the global economy. Carnegie's Democracy program supports civic integration of immigrants. The program also supports the protection of voting rights and promotes voter participation of all citizens. We work to foster a fair, diverse, and vibrant democracy that welcomes and offers opportunities to all. Its International Peace program aims to support a more secure, peaceful, and prosperous world through independent analysis and action addressing critical global challenges. It also has a focus in Africa, to strengthen their higher education sector by improving the training, retention, and research productivity of academics in select countries in sub-Saharan Africa.</p>
<a href="#">Chan Zuckerberg Initiative</a>	Does not accept unsolicited proposals usually. There are sometimes RFPs	<p>The Chan Zuckerberg Initiative makes grants to organizations working in support of missions in Science, Education, and Justice &amp; Opportunity – as well as giving directed to our local community.</p> <p>Focus areas:</p> <p><b>Criminal Justice Reform</b> The justice system must be redesigned with community health and safety at its core, rather than incarceration. Through advocacy, grantmaking, technology, and innovation, we work to drive change and build opportunities for those impacted by the justice system.</p> <p><b>Housing Affordability</b> Safe, stable, and affordable housing is crucial to a family's success and to building healthy and diverse communities. We work with community leaders, advocates, researchers, policymakers, and investors to help more people find housing that meets their needs.</p> <p><b>Immigration Reform</b> We believe in an immigration system that keeps families and communities together, fosters smart policies that drive economic growth for all, and supports a pathway to citizenship for the 11 million immigrants without status who call America home.</p>
<a href="#">Charles Koch Foundation</a>	Varying LOI deadlines based on program	<p>The Foundation supports educational initiatives in economics, philosophy, entrepreneurship, criminal justice, and other disciplines that have a direct impact on opportunities to thrive.</p> <p><b>Criminal Justice Reform:</b> The Foundation supports research that emphasizes human dignity and enhances public safety, with a particular focus on reducing overcriminalization, recidivism, and barriers to second chances for ex-offenders.</p> <p><b>Tolerance and Free Speech:</b> supports research, educational programs, and dialogue focused on enabling a more tolerant society through modeling civil discourse and protecting press freedom</p> <p><b>Foreign Policy:</b> supports new voices and sound scholarship that speaks to America's enduring interests and policies that will make our country safer.</p> <p><b>Economic Freedom:</b> supports research on the barriers that prevent people from working, innovating, and creating value for themselves and their communities.</p> <p><b>Technology and Innovation:</b> supports scholars who are examining the barriers to innovation, from transportation, and healthcare, to online communication</p>
<a href="#">David and Lucile Packard Foundation</a>	Varying LOI deadlines based on program	<p><b>Children, Families, Communities:</b></p> <p>We aim to:</p> <ul style="list-style-type: none"> <li>Improve training and professional development for child care providers and educators so they can support children's learning and growth.</li> <li>Provide parents, family, and friends that care for children with the skills and support they need to create nurturing environments for children.</li> <li>Ensure all children and their families have access to and can afford quality health care and health insurance coverage.</li> <li>Strengthen California's commitment to provide after-school and summer learning programs so our most vulnerable children do not fall behind.</li> </ul> <p>Local Grantmaking is directed towards the following areas:</p> <ul style="list-style-type: none"> <li>Creative, environmental, and civic organizations that connect people with art, nature, and their communities, creating a unique sense of place for all.</li> <li>Organizations like food banks and housing providers that provide families with resources they need to be strong and economically resilient.</li> <li>Organizations that provide equitable access to high-impact and culturally-relevant afterschool programming to help youth find their purpose, passion, and pathway to a thriving future.</li> </ul> <p><b>Racial Justice and Equity</b></p> <p>In 2020, the foundation announcement commitments of \$100M to support efforts to advance racial justice and equity. With the aim of providing resources to Black-led social change organizations in the short term, including leaders and organizers of the Movement for Black Lives, the foundation awarded a \$20 million grant to Solidaire Network's Black Liberation Pooled Fund. The partnership with Solidaire also will provide staff and trustees with opportunities to hear from funded organizations and learn from their work. In addition to the \$100 million commitment, the foundation's board has asked program teams to review how the organization can center justice and equity in grantmaking outcomes using current resources and, over the longer term, "how justice and equity will inform future grantmaking strategy reviews and...actively [shift] the balance of power between the [foundation, our grantees, and the communities they serve.</p>

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<a href="#">Ford Foundation</a>	Ongoing basis for idea submissions - reviews within 45 days if the foundation is interested	<p>Ford has identified five underlying drivers of inequality—common factors that, worldwide, contribute to inequality’s many manifestations.</p> <ol style="list-style-type: none"> <li>1. Entrenched cultural narratives that undermine fairness, tolerance, and inclusion</li> <li>2. Failure to invest in and protect vital goods such as education and natural resources</li> <li>3. Unfair rules of the economy that magnify unequal opportunity and outcomes</li> <li>4. Unequal access to government decision making and resources</li> <li>5. Persistent prejudice and discrimination against women, people with disabilities and racial, ethnic, and caste minorities</li> </ol> <p>Areas of focus:            Cities and States            Civic Engagement and Government            Creativity and Free Expression            Future of Work(ers)            Gender, Racial, and Ethnic Justice            Natural Resources and Climate Change            Technology and Society</p>
<a href="#">James Irvine Foundation</a>	Does not accept unsolicited proposals	<p>The James Irvine Foundation’s focus, since 2016, is a California where all low-income workers have the power to advance economically. Irvine has restructured its grantmaking and organization into initiatives rather than separate program areas (as well as some smaller projects).</p> <p>In December 2017, the foundation launched its first two initiatives under this focus (Better Careers and Fair Work). It launched their third initiative (Priority Communities) in April 2020.</p> <p>Better Careers supports organizations that connect low-income Californians to good jobs with family-sustaining wages and advancement opportunities.</p> <p>Fair Work invests in initiatives that support and engage low-wage workers to secure their wages and protect their rights.</p> <p>Priority Communities partners with leaders and organizations in California communities to create good jobs and inclusive economies</p>
<a href="#">Robert Wood Johnson Foundation</a>	Varying LOI deadlines based on program	<p>The Robert Wood Johnson Foundation (RWJF) is the nation’s largest philanthropy dedicated solely to health. Since 1972, the foundation has supported research and programs targeting some of America’s most pressing health issues—from substance abuse to improving access to quality health care.</p> <p>Focus Areas: Health Systems, Health Communities, Healthy Children and Families, Leadership for Better Health</p> <p>Grants and grant programs generally have three aims:</p> <p>Discover and Explore—Seeking creative solutions through targeted solicitations and an ongoing request for bold ideas with transformative potential.</p> <p>Spread Model Interventions—Identifying and expanding public policies, community-based programs, system changes and other interventions that are having a meaningful impact on health.</p> <p>Conduct Research and Evaluation—Expanding the evidence around key health issues, and evaluating, learning from, and sharing key lessons both from our own grantmaking and from other health-improvement initiatives tied to our areas of interest.</p>
<a href="#">Arnold Ventures</a>	Programs have RFPs	<p>Arnold Ventures was initially established as the Laura and John Arnold Foundation in 2010, but the foundation’s name was changed in 2019 when it transitioned from a 501(c)(3) nonprofit to a limited liability company (LLC). It is guided by evidence-based policy, research, and advocacy with focus areas including, Criminal Justice, Health, Education, and Public Finance. Arnold Ventures supports colleges and universities through research grants in the areas of college success, health and criminal justice. This funder does not accept unsolicited proposals but occasionally posts RFPs on its website. Arnold Ventures’ education initiative aims to “identify and scale the most effective practices for all learners, regardless of race or economic circumstances.” Grants for higher education support research aimed at increasing students’ success and institutions’ accountability for student outcomes. Research universities have also received funding for their work in the areas of health and criminal justice.</p>
<a href="#">JPB Foundation</a>	Does not accept unsolicited proposals	<p>The JPB Foundation’s Poverty program area seeks to lower the barriers to opportunity frequently experienced by individuals born into economically disadvantaged communities. Those barriers, such as disproportionate burdens of chronic disease, limited access to reproductive healthcare, fewer opportunities for civic engagement, or insufficient English-language skills, often have long-term ramifications that keep individuals trapped in a cycle of poverty. The JPB Foundation’s grants in this program area aim to remove the root causes of disadvantages experienced by those in poverty, allowing individuals, families, and their wider communities to thrive.</p>
<a href="#">Kresge Foundation</a>	Varying LOI deadlines based on program Some are invitation only	<p>Established by Kmart founder Sebastian Kresge in 1924, the Troy, Michigan-based Kresge Foundation “works to expand opportunities in America’s cities.” Its grantmaking initiatives are arts and culture, environment, health, human services, Detroit, American cities, education and social investment. Kresge’s American Cities program area works to promote “effective and inclusive community development practice in American cities” and transform cities into “accelerators of opportunity” by supporting programs that provide residents with “access to jobs, education, housing, human-serving systems, city services and quality public spaces.” The foundation primarily invests in three types of programs: knowledge exchange between “philanthropy, business, community organizations, municipal government and cross-sector partnerships,” seeding and scaling effective and/or new approaches.</p> <p>Kresge’s education program is one of its most well-funded, awarding about \$20 million yearly towards education. The initiative features three main programs: Aligning and Strengthening Urban Higher Education Ecosystems seeks to “improve coordination between the many systems low-income students rely on to reach their higher education goals.” Institutional Capacity Building for Student Success seeks to “help minority-serving postsecondary education institutions carry out their missions and better help low-income students succeed.” The Urban Pathways to College program aims to “increase the number of low-income students, both from high schools and adult populations, who get into college ready to succeed.”</p>
<a href="#">MacArthur Foundation</a>	100&Change: Annual award  Reviews unsolicited proposals but generally does not fund unsolicited proposals	<p>With assets of over \$6 billion, the John D. and Catherine T. MacArthur Foundation is a leading supporter of the humanities and higher education. Its mission and activities are broad and far-reaching, with the general objective of “building a more just, verdant, and peaceful world.” Many of MacArthur’s higher education grants support research and the development of public policy in the areas of climate change, nuclear risk, criminal justice reform, journalism and media and the city of Chicago.</p> <p>MacArthur supports criminal justice research and policy development that addresses the over-incarceration problem in the U.S. and “the way America thinks about and uses jails.”</p> <p>The foundation’s journalism and media initiative works to “strengthen American democracy by informing engaging and activating Americans in deep investments in independent journalism and media.”</p>

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<a href="#">Open Society Foundations</a>	-Impact and Innovation Grant Fund: Annual award -Leadership in Government Fellowship: Annual award -Soros Equality Fellowship: Annual award -Soros Justice Fellowships: Annual award	<p>Health: Throughout the world, people who face stigma and discrimination are often left with substandard or no health care. The Open Society Foundations work to establish health policies and practices that are based on evidence and promote social inclusion, human rights, and justice.</p> <p>Education and Youth: The Open Society Foundations are committed to empowering young people by supporting efforts to increase access to quality education. From early childhood to higher education, we work to ensure young people from different backgrounds have equal access to education and to promote critical thinking, respect for diverse opinions, and free and open intellectual inquiry.</p> <p>Equality and Antidiscrimination : Supports groups that speak out and litigate on behalf of communities who face discrimination—at work, on the street, in access to health care and other public services, or before the law.</p> <p>Racial Justice in the USA: OSF supports groups that work on a range of issues affecting communities of color, including the racial wealth gap, a justice system that disproportionately incarcerated African Americans, and overly punitive school discipline policies. It has also focused on efforts to improve opportunities for black men and boys in the United States, and to support the development of the next generation of minority communities across the country.</p> <p>Fighting Prejudice and Hate: In the US, OSF funds efforts to better document and track hate crimes. OSF is also the leading private funder of efforts to support Europe's estimated 10 to 12 million Roma people.</p> <p>Statelessness: Pursues legal action to address statelessness, which can fuel conflict and exclude entire communities from access to their rights.</p>
<a href="#">Rosenberg Foundation</a>	LOI's are accepted	<p>Through its grantmaking, the Rosenberg Foundation supports leadership development, policy advocacy and grassroots organizing to dismantle barriers to opportunity for low-income communities and communities of color through the following priority areas.</p> <p>Justice &amp; Public Safety: Through its Justice and Public Safety portfolio, the Foundation uses a mix of grantmaking, communications, and direct activities aimed at advancing sentencing reform; promoting alternatives to incarceration; and reducing recidivism through reentry, including by bolstering employment opportunities for the formerly incarcerated.</p> <p>Civil Rights &amp; Civic Engagement:            At the Rosenberg Foundation, we believe that strengthening civil rights advocacy in California is of paramount importance; indeed, it is at the heart of our overall aim to improve the lives of Californians in every way.</p>
<a href="#">Russell Sage Foundation</a>	Varying LOI deadlines based on program	<p>The Russell Sage Foundation (RSF) is one of the oldest charitable foundations in the United States. In its early years, the funding focus at RSF revolved around improving the social and living conditions for marginalized populations across the country. The foundation is now exclusively dedicated to "strengthening the methods, data, and theoretical core of the social sciences." Its main grantmaking programs are in Behavioral Economics, Future of Work, Race, Ethnicity, and Immigration, and Social, Political, and Economic Inequality.</p> <p>RSF's Behavioral Economics program funds "research that uses insights and methods from psychology, economics, sociology, political science and other social sciences to examine and improve social and living conditions in the United States," as well as a two-week summer institute and small grants for doctoral students. Future of Work grants fund research into the "causes and consequences of the deteriorating quality of low-wage jobs in the United States," including "foreign outsourcing and immigration," "the decline of unions and technological change," and "the role of job search behaviors on the employment and wage outcomes of women and minorities in the post-recessionary U.S. labor market," among others. The Race, Ethnicity, and Immigration program supports "multi-disciplinary perspectives on questions stemming from the significant changes in the racial, ethnic, and immigrant-origin composition of the U. S. population." Finally, the Social, Political, and Economic Inequality program funds research into "factors that contribute to existing inequities, the extent to which these inequalities affect social, political, and economic institutions and outcomes, and how they influence the lives of individuals and families."</p>
<a href="#">San Francisco Foundation</a>	-Equity Grants Program: Annual award -Other Varying LOI deadlines based on program	<p>The San Francisco Foundation advances racial equity and economic inclusion for everyone in the Bay Area. The focus is for all people in the Bay Area to be economically secure, rooted in vibrant communities, and civically engaged.</p> <p>SFF has intentionally prioritized race and socioeconomic status in its grantmaking because low-income people of color face barriers when it comes to housing, education, criminal justice, jobs, and civic participation. The future of the Bay Area depends on the ability to ensure that everyone can participate, prosper, and reach their full potential. The community foundation organizes its work in three interrelated pathways; People, Place, and Power.</p> <p>People: Expanding access to opportunity through removing systemic barriers            Place: Anchoring communities that reflect people's culture and identity            Power: Nurturing equity movements to ensure a strong political voice for all.</p>
<a href="#">Smith Richardson Foundation</a>	Ongoing	<p><b>The Domestic Public Policy Program</b> supports projects that will help the public and policy makers understand and address critical challenges facing the United States. To that end, the Foundation supports research on and evaluation of existing public policies and programs, as well as projects that inject new ideas into public debates.</p> <p>The Foundation believes that policy makers face a series of challenges that need to be met if the United States is going to continue to prosper and provide opportunity to all of its citizens. Even as public finances begin to recover in the wake of the financial crisis and recession, officials are confronting difficult choices that will have to be made in order to restore long-term fiscal balances while maintaining essential public services. These choices will include decisions regarding how best to raise revenues while also creating an environment conducive to economic growth. Policy makers are also looking for strategies that can deliver key public services, such as education and criminal justice, in an effective and efficient manner. There is also a need to develop strategies to improve the long-term growth rate of the U.S. economy and strengthen economic opportunity. Doing so will require a combination of more effective strategies to develop human capital and establishing an economic climate hospitable to entrepreneurship and growth.</p> <p>To meet these broad objectives, the Foundation has developed a number of grant making portfolios. A group of grants is focused on the challenges of identifying mechanisms that can inform thinking on fiscal practices at the national, state, and municipal levels. In terms of human capital development, the Foundation has been supporting work to identify how schools can become more productive by, for example, increasing the quality of the teacher workforce or adopting more effective curricula. Because success in the contemporary economy requires individuals to acquire education and training beyond high school, the Foundation is building a portfolio of projects on post-secondary education. Finally, the Foundation is supporting work on the criminal justice system that will examine whether costs can be lowered while still protecting public safety.</p>
<a href="#">Surdna Foundation</a>	Does not accept unsolicited proposals	<p>The Surdna Foundation supports social justice reform, healthy environments, inclusive economies, and thriving cultures across the United States.</p> <p>The Thriving Cultures Program is guided by Radical Imagination for Racial Justice, our future-oriented, world-building strategy, which is organized across three interconnected grantmaking approaches:</p> <ul style="list-style-type: none"> <li>-Create invests (through regranteeing organizations) in artists of color who work with communities of color to imagine and build racially just systems and structures at a local scale.</li> <li>-Clarify invests in researchers and cultural critics of color to interpret and disseminate knowledge about the work of artists and to build a more equitable research and criticism infrastructure.</li> <li>-Connect advances the role of artists and communities of color in shaping public policy, narrative change, and philanthropic practices that advance racial justice.</li> </ul> <p>At this time, not accepting unsolicited inquiries.</p>

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<a href="#">The Annie E. Casey Foundation</a>	Does not accept unsolicited proposals	<p>To achieve results, the foundation focuses on developing solutions to build a brighter future for children, families and communities. As such, its grant-making strategies are focused on policies and practices that improve the outcomes of kids, families, communities and reform-minded leaders.</p> <p>KIDS: We invest to make sure every child has a strong family — a family for life. We also work to give children and youth more access to opportunities for healthy development.</p> <p>FAMILIES: Children's futures are profoundly affected by whether their parents have the opportunity for economic opportunity. We invest in strategies to help parents find jobs and to help employers find good workers. We invest to help families plan for their financial future and to help their children prepare for success through a good education.</p> <p>COMMUNITIES: We know that future opportunities for kids are affected by the conditions in the neighborhoods where they grow up. We work to transform struggling communities into good places to raise a family, with good homes, effective schools, safe streets, vibrant businesses, strong connections to opportunity and responsive government.</p> <p>LEADERS: We believe leadership can make a big difference, and we invest in developing leaders and in providing them with the tools they need to succeed. We are driven by a relentless focus on data, evidence and results. We are committed to measurable improvement in the opportunities and outcomes for whole populations of children and families.</p>
<a href="#">W.T. Grant Foundation</a>	-Research Grants: Tri-annual award -Scholars Awards: Annual award -Institutional Challenge Grant: Annual award until 2022	<p>The William T. Grant Foundation invests in high-quality research focused on reducing inequality in youth outcomes and improving the use of research evidence in decisions that affect young people in the United States.</p> <p>-Programs, policies, and practices that reduce inequality in youth outcomes, and strategies to improve the use of research evidence in ways that benefit youth.</p> <p>-Research that builds stronger theory and empirical evidence in these two areas. We intend for the research we support to inform change. While we do not expect that any one study will create that change, the research should contribute to a body of useful knowledge to improve the lives of young people.</p> <p>Research grants about reducing inequality typically range between \$100,000 and \$600,000 and cover two to three years of support. Research grants about improving the use of research initiative will range between \$100,000 and \$1,000,000 and cover two to four years of support. This shift to a million dollar ceiling reflects our renewed commitment to this focus area and our interest in funding bold, large-scale studies to significantly advance the field. Projects involving secondary data analysis are at the lower end of the budget range, whereas projects involving new data collection and sample recruitment can be at the higher end. Proposals to launch experiments in which settings (e.g., classrooms, schools, youth programs) are randomly assigned to conditions sometimes have higher awards.</p>
<a href="#">William and Flora Hewlett Foundation</a>	-Environment: Ongoing acceptance of LOIs -Performing Arts: LOIs due March, June, September, December -Other programs are by invitation only	<p>The William and Flora Hewlett Foundation funds a broad range of initiatives including education, the environment, global development and population, performing arts, cybersecurity, democracy, effective philanthropy and the San Francisco Bay Area.</p> <p>Established in 1966, the William and Flora Hewlett Foundation was founded by William Hewlett, co-founder of the Hewlett-Packard technology company, and his wife, Flora. The foundation works nationally and internationally in education, environment, global development, performing arts and cyber policy. It's Bay Area program supports community development and programs for disadvantaged youth.</p> <p>Hewlett's Bay Area Communities program prioritizes disadvantaged communities and supports nonprofits working to solve the areas "most pressing problems." These include leadership development, neighborhood revitalization, teen pregnancy, student achievement and teacher retention.</p> <p>In 2020, the board approved the development of a new 10-year, \$150 million racial justice initiative. There are, of course, myriad areas of opportunity and well-defined problems within the broad domain of racial justice where Hewlett's outcome-focused philanthropy could help make a meaningful difference. The foundation is launching a process, including seeking outside input, to identify and define a grantmaking strategy. The 10-year time frame provides us the opportunity to shape that strategy in a thoughtful manner, build our knowledge in this new area of work, and provide sustained support to nonprofits that are committed to addressing racism and advancing racial justice.</p>
<a href="#">WK Kellogg Foundation</a>	Ongoing	<p>WKKF wants all children to live a full life with high-quality, early childhood experiences, to grow up in homes with families that have stable, high-quality jobs, and to live in a community where they are nurtured. Our grantmaking supports thriving children, working families and equitable communities. And we continuously learn from our investments and recognize innovation as a catalyst for success.</p> <p>Thriving Children: We support a healthy start and quality learning experiences for all children.</p> <p>Working Families: We invest in efforts to help families obtain stable, high-quality jobs.</p> <p>Equitable Communities: We want all communities to be vibrant, engaged and equitable.</p>