



# Grant Information

## 2019 - 2020

### About Haymarket People's Fund

Haymarket People's Fund is an anti-racist and multi-cultural foundation committed to strengthening the movement for social justice in New England. Through grant making, fundraising and capacity building we support grassroots organizations that address the root causes of injustice. Haymarket also organizes to increase sustainable community philanthropy throughout the region.

Haymarket envisions a world free of racism and other oppressions:

- Where peace and cooperation flourish.
- Where people are valued and respected for their gifts and able to bring their whole selves to humanity.
- Where vibrant communities thrive and different cultures are celebrated.
- Where abundant resources and opportunities are equally shared and distributed while honoring the earth and all within it.

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We believe that our society needs changing and that social movements create change. We fund groups working to transform their communities and the institutions around them. Since 1974, Haymarket has been behind the scenes, providing money to almost every community struggle in New England. We're in it for the long haul. Organizers from around New England actively involved in their own communities serve on our Board of Directors and on our New England Funding Panel which is our grant decision making body.

Haymarket does more than give money away. We work in partnership with community groups to strengthen the movements for social change and to increase community philanthropy around the region.

## Grant Making Strategy

Haymarket believes that community organizing is the most effective strategy for achieving our vision of an equitable, peaceful and humane world. *By organizing, we mean efforts led by those most affected by injustice that focus on two things: the root causes of the problems facing them and changing the institutions and structures of power that keep injustice in place.* We do not fund services, which provide for the basic needs of individuals, self-help programs, or advocacy work unless they are part of an organizing strategy.

We at Haymarket also believe that, for real change to occur, organizing must be anti-racist and must recognize the intersection of racism and other forms of oppression. We pay special attention to race because we understand that, in the United States, racism has divided all social change movements and has limited the effectiveness of our organizing work.

Haymarket currently offers two kinds of grants - Sustaining Grants and Urgent Response Grants - for social justice organizing work happening in the New England region (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont). We are committed to supporting both urban and rural organizing across the region, and to funding start up and emerging organizations as well as groups that have a long history of grassroots organizing. We make grants for both general operating support and project work.

We look at community organizing broadly and fund groups that focus on the root causes of the problems they are facing, with strong constituency leadership and accountability, anti-racist and anti-oppression values and practice, and a commitment to movement building. We will consider funding cultural work and resources for organizing (such as workshops, conferences and media work) that are part of an ongoing community organizing effort or are accountable to social change movements. (See funding criteria section for more details)

## Funding Criteria

We evaluate all applications for funding according to the following criteria:

1. **Self-determination and Accountability** - Is the organization or project led by and accountable to their constituency or community? Do constituents have real leadership and voice in all aspects of the organization?
2. **Leadership development** - Is the group strengthening the skills and experience of their constituency in all aspects of their work? How is leadership development built into their process?
3. **Anti-racism and anti-oppression values and practice** - Does the organization understand racism and is it working to develop anti-racist vision, values and practice, both internally and externally in the community? Is it helping its members and leadership develop a clear understanding of racism and white privilege? Do they understand how racism and white privilege impact their community and the issues they are facing? Is their organization changing as a result of this work? Do they understand other areas of oppression and how they intersect with racism?
4. **Organizing for Systemic Change** - Does the group understand the underlying causes of the problems they are addressing and do they have plans and strategies which address these root causes? Is the group working to create systemic change - that is, are they working to change the culture, institutions and/or structures of power in their community? Does the organization have a power analysis?
5. **Movement building** - Is the organization building relationships and unity with other groups working on issues both similar and different to theirs? Is the group able to see its work as part of a larger struggle for change?
6. **Diversified funding base** - Is the group working to build a strong, diverse and sustainable funding and resource base in their community? Does a group have a good mix of funding sources (i.e. grants, grassroots etc.)?
7. **Limited access to traditional funding** - Haymarket is committed to funding groups that, because of their analysis and vision, have limited access to traditional funding sources (such as government and corporate funding). We have a history of funding start-ups and smaller, grassroots organizations across the region. We do not fund groups with budgets over \$300,000.

### *Tax-Exempt Status*

You do not have to have 501(c)3 tax exempt status from the IRS or a fiscal sponsor in order to get a grant from Haymarket. You can apply if your work falls within what the IRS defines as charitable or educational tax exempt activities. Please contact us if you would like more information.

## Grant Making Guidelines

### SUSTAINING GRANTS

Grant awards range up to \$10,000 for grassroots, social change organizations that meet our funding criteria. Grant sizes are determined after a careful evaluation of each proposal taking into account Haymarket's criteria and commitment to strengthening anti-racist movement building in New England. We fund both start-up groups (emerging) and groups that are more established (movement building). We ask that you choose the category that best fits your group. These categories help us compare and evaluate groups at similar stages of development.

1. *Emerging Groups*: Grassroots groups that are start-ups or are in the earlier stages of development. Organizations at this stage often focus on self-definition, understanding the root causes of the problems they are facing, leadership development and capacity building. Emerging groups are typically less than 5 years old; however, groups coming out of a dormant phase or going through a period of transformation or rebirth may also fall into this category.

2. *Movement Building Groups*: More developed organizations that have a well established identity and position within their community, a clear track record, and are actively working to strengthen the social justice movement. Effective organizations at this stage have a clear vision and mission, a solid understanding of the root causes of the problems they face, strong constituency leadership, well developed organizing strategies, and a demonstrated commitment to anti-racist movement building.

Timeline:      **Proposals must be in our office by 5:30 pm on Wednesday, December 4, 2019. Postmark dates are not relevant.** Groups will be notified by early spring if they have been selected for an interview, however, please note that selection for an interview does not guarantee funding. Interviews are held in the spring. Groups are notified of grant decisions in June.

### URGENT RESPONSE GRANTS

Grants of up to \$1,000/year to help grassroots, social change organizations respond quickly to **unforeseen** crises or opportunities that critically affect your organization and constituency. This includes unexpected events, political crises, or organizing opportunities. Grants are NOT to be used for ongoing program work (including expenses the organization should have anticipated), for financial crises or a shortfall in projected funding, or because the group missed a funding deadline. To receive an application, you must first call (617) 522-7676 and speak with a Haymarket staff person about your request.

Timeline:      **Applications are accepted on a rolling basis as long as funding is available.** Interviews are by phone as needed. Groups will be notified about grant decisions 2 - 3 weeks after we receive your application.

## What We Do Not Fund

1. Groups primarily providing direct services that focus on meeting people's basic needs or that focus primarily on individual empowerment or self-help. Social service organizations can apply for a project-specific organizing grant if it fits Haymarket's criteria.
2. Publications, reports, workshops, classes, conferences, media events, arts or theater productions unless they are part of an ongoing community organizing effort or are accountable to social change movements.
3. Groups based outside of New England (unless they have a strong base in New England which holds them accountable) or work focused outside of New England.
4. Legal or research expenses unless they are part of an overall organizing strategy.
5. Capital campaigns or endowment drives.
6. Individuals or individual projects (such as graduate research, fellowships or scholarships).
7. Projects sponsored by a government agency. For example, Haymarket would not fund a project led by a school district. We would, however, consider funding a project led by parents and students working to hold a school accountable for inequitable treatment of children of color.
8. Organizations with budgets over \$300,000.
9. Small businesses, alternative businesses or business associations.
10. Other foundations.
11. IRS regulations prohibit us from funding the following:
  - a. Electoral work that promotes specific candidates.
  - b. Union organizing work, unless it is a campaign involving and benefitting the wider community (including non-union members).
  - c. Civil disobedience or other actions that involve breaking the law.

## How to Apply for a Haymarket Sustaining Grant

1. Read through this Grant Information package carefully. Evaluate whether the project or work for which you are requesting funds fits our criteria and goals.
2. If you have not been funded by Haymarket in the past 3 years, call the office and speak to a staff person about your work. If we feel you meet our basic criteria we will send you an application package. Request for applications will be considered up until December 2, 2019. Receiving an application does not guarantee funding.
3. All groups that have been funded in the past 3 years will be mailed an application package in October 2019. If you have not received an application by late-October please call and request a copy. Any group funded during the prior year's cycle is eligible to apply for the December 4<sup>th</sup> deadline.
4. Once you have received a Sustaining Grant Application, complete the Cover Sheet and Narrative and submit the required attachments. Grant requests of up to \$10,000 will be considered.
5. **Sustaining Grant Applications must ARRIVE at Haymarket's office by 5:30 pm December 4, 2019.** Postmark dates are not relevant. Late applications will not be considered. We do not accept Sustaining Grant Applications by fax or email.

## How to Apply for a Haymarket Urgent Response Grant

1. Read through this Grant Information package carefully.
2. Evaluate whether your need meets the basic purpose of the Urgent Response Grants: to help grassroots, social change organizations respond quickly to **unforeseen** crises and or opportunity that critically affect your organization and constituency. This includes unexpected events and/or political or community crises. This is not a small grants program. Grants are not to be used for ongoing program work (including expenses the organization should have anticipated), for financial crises or funding shortfalls, or because the group missed a funding deadline.
3. Speak with a Haymarket staff person about your request. If we feel it fits the basic criteria and purpose of an Urgent Response Grant, we will send you an application. Receiving an application does not guarantee funding.
4. Once you have received an Urgent Response Application, complete the Cover Sheet and Narrative and submit the required attachments. Grant requests must be for \$1,000 or less. Groups may receive one Urgent Response Grant in addition to a Sustaining Grant in a 12 month period.
5. Applications are accepted on a rolling basis, as long as funding is available. We will notify you of our decision within 2 - 3 weeks of receiving your application. If needed, we will conduct a phone interview or request additional information.

## Haymarket Glossary of Terms

**Accountability** - Constituency has real leadership and voice in all aspects of the organization. Individuals and institutions that serve, work on behalf of, and obtain resources in the name of your community must respect and follow their collective leadership.

**Leadership Development** - Strengthen the skills and experience of constituency in all aspects of work. We believe that anti-racist organizers need to be intentionally and systematically developed within local communities and organizations.

**Constituency** - Those most impacted by your work.

**Anti-Racism** - Haymarket believes that, for real change to occur, organizing must be anti-racist and must recognize the intersection of racism and other forms of oppression. The fabric of racism is inextricably woven and constructed into the founding principles of the United States. Racism was done and it can be undone through effective anti-racist organizing with, and in accountability to the communities most impacted by racism.

**White Privilege and white culture** - A position of superiority, codified into many aspects of United States law, from voting rights and property rights to immigration -- guaranteeing whites advantages over People of Color. The cultural heritage of European ethnicities have been replaced by a status of advantage and superiority, so that being white means having unearned privilege. This culture of superiority is dominant in the United States, and as such, it permeates all aspects of our lives. It is a conscious or unconscious belief that the way whites do things is the right way.

**Organizing** - Efforts led by those most affected by injustice that focus on two things: the root causes of the problems facing them and changing the institutions and structures of power that keep injustice in place.

**Systemic Change** - Working to change culture, institutions and/or structures of power in the community.

**Movement Building** - Building relationships and unity with other groups working on issues both similar and different from theirs. Work is not isolated it is part of a bigger struggle for change.

**Root Cause** - Underlying factor, failure, or fault, from which a chain of effects or failures originates.

**Power Analysis** - An exercise that examines who has power and who does not in community and/or organizing issue you are working on and how you can organize to create change.



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