Lumina Fund for Racial Justice and Equity – Frequently Asked Questions

Grant Parameters and Guidelines

Will you accept multiple proposals from the same institution?

No. We will accept one proposal per institution. The proposal may reflect efforts across multiple departments or programs, but we do not want this program to spur competition between campus departments and programs.

Are proposals focusing on multiple campuses available?

Yes, we encourage multiple institutions to consider working together to advance one proposal. This can include system-level work, institutions in the same city, community college and 4-year institutional partnerships, and any variation.

When do the funds need to be spent by?

The funds will be released before May, 2018, and should be spent by May, 2019.

Can you give suggestions or parameters about community partners?

We encourage you to think about community partners that have significant reach and impact across the city or region you're working in, as well as those with expertise in working with African-American, Hispanic and American Indian communities. We encourage potential grantees to consider how this funding can support work currently underway, and how it can leverage existing partnerships.

Are there restrictions on how to spend the funds?

Funds may not be used to support any lobbying or political activity, and may not be used to support scholarships. We have limited the indirect charge associated with this grant to up to 10% of the total. Beyond that, the funds may be used to support a wide variety of expenses, including programmatic costs, sub-grants/contracts, personnel and materials.

Should we submit two grant applications--one for the 100K and the other for 25K, or will one application be considered for both entries?

Please use your judgement to determine whether your current work falls into the $100,000 category (meaning, it is already well-underway and represents significant, comprehensive work) or into the $25,000 category (work that is established, but still in early stages). If an applicant requests the larger grant and is not successful in that category, their application will be considered for the smaller award.

Are organizations or associations who work with supporting college student success eligible, or is eligibility solely limited to postsecondary institutions?

These grants are restricted to support efforts on college campuses, and eligible grantees include only postsecondary institutions. However, institutions may use funds to support student success organizations or associations to work on their campus.

Could it be a student group (a Student Government Association) that receives funding?

Yes. However, student groups should be mindful in working with the institution and ensuring that it has the support of the institution. The institution itself, not the student group, should be the requesting organization.

Is the proposal due on February 26, 2018 at noon or midnight?

The proposal and all materials are due to Meenakshi Abbi (mabbi@rockpa.org) by <u>NOON Eastern Time</u>, under the email heading "Lumina Fund Proposal."

For demographic info, should we include full and part time staff and students?

Please include both full- and part-time staff and students. If you are able to break this information out, please do so.

Are diverse campuses more competitive?

This effort is intended to reach many institutions, and many students. We will weigh the quality and impact of the work proposed along with the number of students and staff whose experience will be improved because of the work. Institutions with very few students of color will likely not be as competitive as those with larger student populations. However, we encourage all institutions to apply, and advance their strongest proposals.

Are there particular geographic regions Lumina is interested in?

No. Lumina is interested in understanding and supporting work happening across the nation.

Can budgets be changed throughout the project?

Budgets may be amended within reason over the course of the project. However, budget changes will be subject to approval, along with corresponding shifts in scopes of work. We encourage applicants to put their best thinking forward in their proposals, and to not anticipate budget or scope changes.

<u>Areas of Work</u>

We are a District of 3 community colleges. Will you accept a proposal from a district, or do you prefer each campus to apply separately? Can only one college campus apply? What about a consortium of colleges or a system of colleges (like at the state level)?

Yes, we encourage multiple institutions to consider working together to advance one proposal. This can include system-level work, institutions in the same city, community college and 4-year institutional partnerships, and any variation.

Should we consider working with National partners like the Bonner Foundation, Campus Compact to express this work with student leadership development projects for first generation populations on campus?

These grants are restricted to support efforts on college campuses, and eligible grantees include only postsecondary institutions. However, institutions may use funds to support student success organizations or associations to work on their campus.

These grants are particularly focused on building the capacity, competency and impact of institutionally-driven work to improve campus climate. They are not necessarily intended to implement a national program on campus.

Can you elaborate on the community connection? Campus-wide and/or city-wide?

The answer to this question will depend on the campus. For instance, many campuses are based in small towns and as a result, relationships between campus and community can be very personal. Other

campuses are in urban settings and may be more formal or agreement-driven. How your campus works with your community will depend on your unique circumstances.

We do hope that all the work proposed will have as great a reach as possible across the entire campus, and that it will engage your broader community—that community may be the city, or could be the neighborhood or area in which your campus is based.

What departments are you hoping to receive applications from? Student Affairs as a whole? Departments within Student Affairs, such as cultural centers? Academic Affairs?

Any department within an institution, or across institutions, may apply. We do ask that each institution prepare only one application, however, and determine which part of the institution is best-suited to lead the work.

Can this grant support training for faculty and staff?

Yes, this grant can support training and professional development for faculty and staff. It may also support training for students.

Can the work focus on specific demographic groups?

Yes, if the proposed work is aligned with institutional priorities and capacities.

Will you support planning in addition to new activities?

This grant is intended to support work already underway, enabling institutions to hasten and deepen results. Planning efforts will likely not be as competitive in this initiative as efforts focused on implementation.

Can funding go toward wider distribution of a currently successful program?

The Fund is not intended to support expansion of currently successful programs to other campuses—this initiative does not intend to scale programmatic work, rather to build conditions and climate on postsecondary campuses that contributes to improved equity outcomes. However, institutions working together collaboratively may choose to build upon a successful effort on one campus.

Is equity necessarily racial? Can you focus non-racial equity groups?

The Lumina Fund for Racial Justice and Equity is intended to support racial equity efforts. Under the Fund, efforts to focus on non-racial equity groups will not be considered.

Will competitive proposals consider sustainability of the efforts after the grant expires?

Yes. We do understand that some projects and efforts will by their nature not be long-term. However, proposed work at both funding levels should be a component of a larger plan for equity that has buy-in from institutional leadership.

Would a blended/co-curricular approach be considered? We are considering a first-year experience component.

Yes. Institutions are encouraged to be creative and use all tools at their disposal to craft proposals that can make a difference.

<u>Outcomes and Reporting</u>

How does the Foundation conceptualize "attainment?" If this is a one-year grant, what outcomes are reasonable to expect in that timeframe?

All of Lumina's work focuses on improving postsecondary attainment, which is the proportion of residents holding a high-quality postsecondary credential relative to the whole adult population. Attainment is a result of two measures—enrollment in a postsecondary program, and completion of a postsecondary credential program.

We do not expect grantees to see increases in attainment, or even degree completion, due to the efforts of the grant in one year. However, we do hope to see improvements in leading indicators, such as student retention, credit accumulation, and student engagement.

Do you have an evaluation program in place for this work?

Lumina may support an evaluation effort for this work, but will make that decision once grantees are selected and work is determined.

More broadly, Lumina and RPA will work with grantees to highlight their learning and work in multiple venues, including convenings and media. We believe it is very important to share lessons and outcomes of this work with as many institutions as possible.

Is this a one-time investment?

Lumina is dedicated to our [Equity Imperative](#), and advances work to eliminate attainment gaps across all of our portfolios. So, the Fund for Racial Justice and Equity is not a one-time investment in the broader sense.

However, the Fund as it is currently positioned is intended to support only the proposed work that will emerge through the Request for Proposals. We are open to the ideas and efforts that emerge out of the Fund, and may consider further funding requests in the future.

What are the reporting requirements for the grant?

The reporting requirements for this grant will be determined once grantees are selected. All reporting will be centered on lessons learned, progress of work, and improvement in campus climate and equity outcomes. Each grantee will receive a reporting template as a component of their grant agreement with Rockefeller Philanthropy Advisors.

Do you have a preference for scale of these efforts?

This effort is intended to reach many institutions, and many students and other campus actors. We will weigh the quality and impact of the work proposed along with the number of students and staff whose experience will be improved because of the work.

As such, proposed work should focus on reaching as many as possible, and on working as deeply and widely across the institution or consortium of institutions as possible. Proposals that propose pilot projects or working with very limited numbers of students will likely not be competitive.

What will the review process look like? Will you use internal and/or external reviewers?

Lumina Foundation and Rockefeller Philanthropy Advisors will review all proposals, along with a review team comprised of internal and external expert reviewers. The team will use a scoring rubric.