

Request for Proposals (RFP)

The SafetyRespectEquity (SRE) Coalition works to ensure safe, respectful, and equitable Jewish workplaces and communal spaces by addressing sexual harassment, sexism, and gender discrimination. Currently composed of more than 100 organizations, funders, individuals, and experts, the Coalition serves as both catalyst and resource: to support, coordinate, and amplify change in Jewish organizations, as well as to accelerate a broader cultural shift.

Specifically, the Coalition is focused on three main objectives:

1. **Organizational Change:** Jewish organizations should work to implement comprehensive policies, procedures, and training for all levels of staff and volunteers; demonstrate a recognition of and intolerance for boundary violations and situations that make people feel uncomfortable due to sexual innuendo and behaviors; and provide systems that will enable both victims and bystanders to report incidents and have them swiftly and fairly addressed.
2. **Culture Shift:** As a community we should work to address the underlying systemic issues of sexism and prejudice that give rise to environments where bias and abuse persist. Professionals and lay leaders must embrace their role as change agents, and eliminating victimization and discrimination must become a top-of-agenda issue for the communal workforce and the community at large.
3. **Leadership Commitment:** Any successful effort should be widely embraced and prioritized by a broad cross-section of organizational and communal influencers who not only draw upon shared knowledge, but also have the power to change individual and organizational norms and behaviors.

To achieve these objectives, a core strategy of the Coalition is to build field and organizational capacity through grantmaking. In fall 2018 the Coalition infused \$500,000 in Rapid Response Funding for immediate training and capacity-building efforts. Now, the Coalition is pleased to announce a Request for Proposals (RFP) for a total of \$750,000 in grants through the Field Capacity-Building Grant.

The Field Capacity-Building Grant will prioritize critical field-building efforts that extend and deepen the Jewish community's capacity to address sexual harassment, sexism, and gender discrimination at scale. **The Coalition seeks to award grants of \$100,000 to \$250,000 to a small number of backbone organizations that will collaboratively research, develop, and deliver programming to address key field-wide gaps at a critical mass.**

The gaps identified by the Coalition that we aim to address through Field Capacity-Building Grants include:

1. **Accreditation:** The establishment of an independent, third-party body that audits and accredits organizations as safe, respectful, and equitable workplaces and communal spaces that take proactive measures to prevent and address gender discrimination, sexism, and sexual harassment.
2. **Reporting and Investigation:** The establishment of an external review board or other infrastructure

for reporting and investigating gender discrimination, sexism, and sexual harassment.

3. **Training and support:** The development of a pipeline and process for certified professionals to provide organizational training and support to workplaces and communal spaces in preventing and addressing gender discrimination, sexism, and sexual harassment. Needs include awareness and education training for staff, boards, bystanders, etc.; technical assistance in the development and implementation of policies and codes of conduct; and facilitated dialogue among allies (men, funders, boards of directors, etc.).
4. **Gender equity research and reporting:** Comprehensive research and reporting on gender equity, such as data on salary equity and career advancement or the development of an online information-sharing platform.
5. **Other:** Other gaps may be considered (e.g., culture change initiatives), if the applicant makes a case for how addressing the issue would build the capacity of the field to foster safe, respectful, and equitable Jewish workplaces and communal spaces.

Grants will be made for a one-year term. They may be renewable through additional Coalition grantmaking in 2019 and/or 2020.

Grantmaking Criteria

Organizations must meet at least one of the following criteria to be eligible for the Field Innovation Grant:

- **Be a 501(c)3 public charity.** Coalitions or collaboratives are encouraged to apply, but only one organization may receive the grant.
- **Be fiscally sponsored by a 501(c)3 public charity.** Organizations that do not have 501(c)3 status will need to apply through a fiscal sponsor that has 501(c)3 status. The fiscal sponsor must submit the grant application and, if a grant is approved, be able to receive and manage the funds.

The Coalition will prioritize grants to applicants that:

- Directly advance the Coalition's objectives to catalyze organizational change, culture shift, and leadership commitment.
- Address one of the key field-wide gaps identified by the Coalition (accreditation; reporting and investigation; training and support; gender equity research and reporting) or address another gap ("other") that the applicant makes a strong case for as critical to building the capacity of the field.

Additionally, the Coalition will evaluate the extent to which the applicant demonstrates:

- Expertise
 - Understanding of the field-wide gap and its most significant drivers.
 - Understanding of past or current efforts to address the gap.
- Potential for Impact
 - A unique approach to addressing the gap that is likely to be more effective than current or past efforts.
 - Thoughtful and realistic activities that are appropriate for the proposed timeline and budget.
 - Potential to have a significant and sustained impact on the Coalition and the Jewish

- community.
- A plan for measuring and tracking impact.
- Extended reach/scale that will build field-wide capacity at critical mass (i.e., reach most Coalition organizations).
- Collaborative, Inclusive, Resourceful Approach
 - Application of resources, knowledge, and expertise that exist within and beyond the Jewish community to support the project.
 - Collaboration with other organizations or individuals with shared ownership and decision-making in the project.
 - Engagement with key stakeholders needed to create the intended change – including those most affected, when possible.
 - Existing capacity to deliver or realistic plans to build additional capacity.

Proposal Submission Instructions

To apply, complete and submit a proposal to the SRE Coalition via an online application, which will be available in mid-February 2019. Preview the proposal in the accompanying application document.

The deadline for the Field Capacity-Building Grant is March 26, 2019, at 11:59 pm ET. Awards will be announced in May 2019.

For questions, please contact coalition@safetyrespectequity.org.

RFP Development and Application Review Process

Third Plateau Social Impact Strategies, the strategy firm serving as the Coalition's project manager, solicited feedback from the Coalition's Executive Committee and Leadership to surface from the field the most critical needs for field-wide capacity-building.

Once applications are submitted, Third Plateau will coordinate their review through the following:

- **Programmatic Review:** A small group consisting of at least one representative from the Coalition's Executive Committee, a Third Plateau representative, and an expert on the relevant gap issue area will conduct a programmatic review of the proposals. Each reviewer will score the application using a rubric aligned to the application questions and criteria. Scores from each reviewer will be averaged for each application and used to inform a recommendation as to whether the project should be funded.
- **Due Diligence Review:** The Coalition's fiscal sponsor, the New Venture Fund, will conduct due diligence on each prospective grantee and highlight any compliance, financial, or other risks.
- **Final Review:** As the Coalition's grantmaking body, the Advisory Board is responsible for making final grant recommendations to the fiscal sponsor. Third Plateau will prepare a docket for the Advisory Board that synthesizes recommendations and findings from the programmatic and due diligence reviews. Advisory Board members will seek consensus on the projects that will receive funding and the amount and terms of each grant, with decisions made by a majority vote when needed. Grants will be finalized by the New Venture Fund.

SRE Coalition Donors

The Coalition is grateful to the following donors who collaboratively contribute to the Coalition's operations and grantmaking.

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- Jim Joseph Foundation
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