

**Latino Endowment Fund**  
**Hartford Foundation for Public Giving**  
Request for Proposals  
October 2021

**The Latino Endowment Fund (LEF)** is pleased to announce a competitive grant opportunity that will offer up to **\$25,000** per grant to eligible nonprofits that can demonstrate specific benefit for the Greater Hartford Latino community. Eligibility is restricted to organizations that serve Latino residents within the Foundation's 29-town [region](#). Applicants are requested to complete the [online grant application](#) by **November 12**. Grant awards will be announced by December 23. Funded projects should be completed within a year.

This year, the Latino Endowment Fund seeks proposals to advance racial and social justice for Greater Hartford's Latino community AND/OR promote professional development among Latino residents. Applications should be able to demonstrate the inclusion of input from Latino residents in the design of the proposed work as well as in the implementation of the project or program activities and the compelling need for funding from the Latino Endowment Fund to advance the work.

The Hartford Foundation's Latino Endowment Fund promotes philanthropy by and for the Latino community in Greater Hartford. Donors support an endowment fund to advance the social, economic, educational, and leadership development of the Latino community.

**I. Topic:**

LEF members have identified the following two funding priorities to benefit the Latino Community in Greater Hartford for this year:

- **Advancing racial and social justice:** The disparate health and economic impact of COVID-19 as well as the racial justice reckoning arising from the tragic death of George Floyd has added urgency to the need to address systemic inequality and racism, health disparities and environmental injustices impacting the lives of the Latino community in Greater Hartford. LEF members recognize that Latino residents in this region have historically been excluded from power and decision making and that, when advocacy, awareness raising and opportunities for collective action to advance racial and social justice are supported, residents can create meaningful and desired change for themselves and on behalf of their community that is both sustainable and impactful.
- **Promoting professional development:** Across the United States and in Greater Hartford, the rate of retirements of experienced leaders at both non-profit and for profit organizations is increasing. This is due in part as the result of demographics driven by aging baby boomers—and in some cases due to people reconsidering their priorities in the midst of a global pandemic that has touched the lives of so many people. These retirements have the potential to both leave local employers without seasoned leaders but also to create professional opportunities and openings for the next generation of Latino workers. LEF seeks to support efforts that would help to build a strong pipeline of talent to strengthen the bench and position emerging Latino professionals for their next career step.

## **II. Eligibility:**

### **Applicant:**

- Applications must be submitted by a 501(c)(3) nonprofit. Community groups that are not incorporated can use a 501(c)(3) organization as a fiscal sponsor.
- Board of directors and staff must be reflective of the racial/ethnic diversity of the Latino community. If not a 501(c)(3), community group leadership must be reflective of the racial/ethnic diversity of the population served.
- A nonprofit can only submit one application for consideration—though it may serve as a fiscal agent for multiple projects.

## **III. Proposal Requirements:**

The Latino Endowment Fund expects that all responding applicants will have a demonstrable history of working with the Latino community and that proposed projects have been informed by this and have been designed with input from the Latino Community.

**Projects advancing racial and social justice** could include but are not limited to: efforts that increase racial/social justice issue awareness, increase civic education/issue awareness, increase community organizing organizational capacity (e.g., software, working with a consultant), increase resident leadership (including through leadership training) on racial/social justice issues, and/or increase community organizing network infrastructure to maximize effectiveness among multiple organizations. Proposed strategies or approaches might include the following: conducting one on ones, hosting community meetings or forums, supporting and training community members as they identify common problems, develop strategies to address them, including advocacy work, and support for community members as they participate in civic engagement activities.

**Projects advancing professional development** for Latinos might include but are not limited to: network building among emerging Latino professionals, training in non-profit or for-profit management or leadership; mentoring opportunities for emerging professionals; or internships or apprenticeships within the nonprofit sector.

## **IV. Criteria for Consideration:**

- The extent to which the board and staff of applying organizations are reflective of the Latino community
- An organization's track record of working with Latino residents and/or community-based organizations around social justice empowerment, OR
- An organization's track record of working with Latino residents and/or community-based organizations around professional development for emerging professionals
- The organization's working relationships with relevant key local community leaders, government officials, trainers/advisors and/or other community-based organizations and initiatives.
- The degree to which the proposed work will advance social justice and/or develop professionals within the Latino community
- The extent to which the proposed work would serve as a catalyst for sustainable, ongoing solutions.

## **V. Timeline:**

October 12, 2021	RFP distribution
October 19, 2021, 4-5pm	Informational Session via Zoom
November 12, 2021 (11:59 p.m. EST)	Proposal submission deadline
December 16, 2021, 5:30-7:30	Finalist applicants to present requests to LEF members (virtually)
December 23, 2021	Grant awards announced

**More Information:** To register for the virtual information session, please register [here](#).

You may direct questions at any time to: Kate Piotrowski [kpiotrowski@hfpg.org](mailto:kpiotrowski@hfpg.org). **Atención disponible en español también.**

For questions around technical issues accessing or submitting the application, contact Grants Administration at [GrantsAdministration@hfpg.org](mailto:GrantsAdministration@hfpg.org).