



## Greater Twin Cities United Way's 80x3: Resilient from the Start Early Childhood Sector Community of Practice & Leadership Residency Request for Proposals (RFP)

### Summary

**80x3: Resilient from the Start** is a five-year, United Way Innovation Initiative that seeks to transform the early childhood landscape to create a region of trauma-sensitive caregivers so all children can thrive.

This opportunity will support a cohort of 10 Early Childhood training or technical assistance organizations to implement anti-bias, anti-racist organizational change with the goal of increasing their capacity to deliver trauma-sensitive and culturally responsive care to the Early Childhood field.

A grant of \$20,000 will be provided to organizations to offset the cost of staff time and organizational change activities.

Applications are due by **May 16<sup>th</sup>, 2023 at 4pm** in our grant portal. Please visit our website to [begin your application](#).

RFP Opens	Tuesday, April 25, 2023 at 9am
RFP Due	Tuesday, May 16, 2023 at 4pm
Applicants Notified of Grant Decisions	July 2023
Grant Term Begins	August 2023

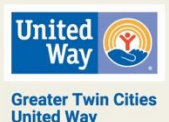
For more information, contact: [rfp@gtcuw.org](mailto:rfp@gtcuw.org)

### Introduction

Greater Twin Cities United Way exists to fuel lasting change toward a community where all people thrive regardless of income, race, or place. Our mission is to unite changemakers, advocate for social good, and develop solutions to address the challenges no one can solve alone.

### *United Way's Innovation Initiatives*

United Way's innovation initiatives are collaborations between nonprofit partners, people with lived experience, government agencies and donors. We identify urgent





gaps in our community and foster co-created solutions that drive positive, lasting change. Our innovation initiatives are time-bound, usually five years, and have a goal of accelerating sustainable systems change in our region.

At United Way, our innovation initiatives begin by listening to our community, the experts and the research, co-creating and testing promising models and strategies with our partners and then amplifying and scaling what works to drive results that support lasting change.

### ***80x3: Resilient from the Start***

80x3: Resilient from the Start, is a five-year, region-wide initiative to increase the capacity of the Early Childhood sector to deliver trauma-sensitive and culturally responsive care by increasing caregiver retention, providing sustainable caregiver training and support, and fostering expanded parent engagement and navigation.

With 80 percent of brain growth occurring before a child's third birthday, our youngest neighbors and their caregivers are at a crucial time for positive brain development that can steer the trajectory of a life. Evidence shows that early childhood education is a critical solution to healthy brain, body and social development for young children. However, a history of underfunding and access to opportunity for growth has meant the field has little time, resources and infrastructure to address and mitigate the effects of trauma in children and their families. Our public and private systems now recognize how important trauma-sensitive care is for young children but have not removed the systemic barriers necessary to make it happen. 80x3 was launched at a moment of clear solutions and growing public recognition; 80x3 has the potential to accelerate the changes that are needed.

### **Community Input**

80x3 created an Advisory Group to provide community insight, oversight and input on the 80x3 initiative. The Advisory Group includes Early Childhood Education providers, systems leaders and parents committed to a region of trauma-sensitive care where all children and their families thrive. The group is staffed by United Way's 80x3 Program Officer, Jamie Bonczyk.

### **Advisory Members**

- Danielle Buckner, Early Childhood Systems Coordinator – Northside Achievement Zone
- Dr. Anita Randolph, Director of Community Engagement and Education - Masonic Institute for the Developing Brain



- Arielle Handevitd, Director of Early Childhood - Northside Achievement Zone
- Brandon Jones, Executive Director - Minnesota Association for Children's Mental Health
- Dianne Haulcy, President & CEO – The Family Partnership
- Lauren Moberg, Infant & Early Childhood Director - Minnesota Association for Children's Mental Health
- Keith Kozerski, Chief Program Officer - Catholic Charities of St. Paul and Minneapolis
- Carrie Zelin Johnson, Program Officer - Greater Twin Cities United Way
- Lucy Arias, Early Childhood Literacy Specialist - Minnesota Department of Education
- Shea Roberts Gyllen, Owner, Reproductive Support, Educator, Parent - Nisse Body and Birth
- Heather Charmoli, The Minnesota Association for the Education of Young Children
- Tiffany Grant, Business Development Manager - First Children's Finance
- Betty Emarita, President of Development and Training, Inc.
- Dana Ellingson, Business Development Specialist – Metro
- Jackie Perez, Acting VP of Family Engagement – Think Small
- Andre Dukes, VP of Family and Community Impact – Northside Achievement Zone
- Meg Thell, Early Childhood Systems Coordinator – Hennepin County

## Funding Opportunity Overview

This opportunity will bring together a cohort of organizations that support Early Childhood direct service providers (i.e., teachers, childcare centers, preschools, etc.) with a goal of increasing the field's capacity to deliver trauma-sensitive and culturally responsive care to the Early Childhood sector.

Organizations eligible for this opportunity must be focused on providing **Early Childhood higher education, training and/or technical assistance** for the Early Childhood field.

The cohort will participate in a 12-month program with United Way and its partner, national nonprofit, Embracing Equity, to implement anti-bias, anti-racist organizational change. The program will begin in August 2023.



Selected organizations can expect to participate in the following activities with United Way and Embracing Equity:

- **Organizational equity audit** that will assess team members' anti-racism competencies and practices, organizational culture and climate and staff's experience of systems, structures and policies within the organization.
- Based on the audit data, **unique organizational goals and implementation support** to grow as an equitable, trauma-informed, culturally responsive organization.
- Strengths-based assessments for each participant leader that will guide individual strengths for goal setting
- **Individual and team coaching** to sustain organizational change
- **Peer-to-peer mentorship** through bi-monthly optional office hours beginning in October
- Immersive 3-day virtual retreat
- Ten hours of **Anti-Racism training** through cohort Community of Practice sessions
- Collaboration with 80x3 and its partners to **work toward statewide systems change.**

## Funding Eligibility

***Organizations must meet these requirements in order to apply:***

- Your organization is a 501c3 nonprofit organization or has a fiscal sponsor who is a 501c3.
- Your organization is focused on higher education, training and/or technical assistance for Minnesota's early childhood sector.
- Your organization designs and provides services specifically for early childhood education and care organizations, educators and/or leaders.
- Your organization's budget for the current fiscal year is \$250,000 or higher.

**Important Note on Financial Review:** Your organization must meet the financial standards for Greater Twin Cities United Way funded partners based on a review of financial documents such as your most recent financial statements, form 990, and audit (if your organization is required by law to complete an audit) in order to receive funding.

**Organizations required to complete an audit MUST have a "clean" (unqualified) audit opinion with no going concerns in order to be eligible for funding under this RFP.** You will be asked to upload financial documents as part of the application.



For any special considerations related to these criteria, please contact us at [rfp@gtcuw.org](mailto:rfp@gtcuw.org) to determine your eligibility.

## Funding Priorities

***These criteria are not required, but your application will be scored based on how well it meets these criteria. Organizations that score highest will be most competitive for funding.***

- Your organization seeks to evolve toward a strong vision, commitment and passion for developing solutions for trauma-sensitive, culturally responsive services in the early childhood landscape.
- Your organization has the capacity and willingness to develop new and/or expand existing trauma sensitive and culturally responsive services for those your organization serves.
- Your organization *currently* holds the organizational capacity and readiness to send a team of up to three leadership-level staff to participate in a 12-month leadership and organizational change cohort. Specifically, your organization is ready and willing to assess their culture, practices, and policies and commit to all aspects of the program.
- Your organization is committed to setting goals and taking action toward system-level change for the people you support and is open to or is currently participating in systems change work through coalitions, advocacy or other activities.
- Your organization uses information to understand its impact, learn and make changes internally and is excited to collaborate and share information and learnings with peers, systems leaders and other stakeholders to create systemic change.

## Learning and Evaluation

80x3: Resilient from the Start is an initiative committed to systemic change, learning, and continuous improvement. Funded partners will work with Greater Twin Cities United Way to understand the impact of 80x3 on the individuals they support, their organizations, and the early childhood system.

Greater Twin Cities United Way will build learning and evaluation plans in a way that minimizes the burden on organizations whenever possible and welcomes alternative ways of understanding the initiative's impact. To the extent feasible, evaluation activities will be embedded into program activities.



A more detailed Evaluation and Learning plan will be shared with funded organizations closer to the start of the grant period. In the meantime, grantees should expect to engage in the following evaluation activities over the course of the grant period:

Activity	Frequency	Grantee Engagement
Equity Audit	August 2023	Complete the equity audit survey (all staff)
Leadership Residency Retreat and Community of Practice post-event surveys	Following each event	Complete post-event surveys (all participants)
Anti-racism series pre- and post- surveys	At the beginning and end of the series	Complete pre- and post-surveys (all participants)
Individual leader assessment	August/September 2023	Complete the individual leader assessment (all leaders receiving coaching)
Leadership Residency end of program survey	August 2024	Complete the end of program survey (all Leadership Residency participants)
Final grant report	August 2024	Submit a written report describing how the Leadership Residency contributed to change within the organization.

### Application Process

Organizations who wish to apply for this opportunity must submit an online application by May 16<sup>th</sup> at 4pm.

Applications will be reviewed and scored by a team of Greater Twin Cities United Way staff and external reviewers against an evaluation rubric. The application will ask questions in each of the areas below and weigh them as indicated.

Area of Assessment	% of Total Score
Vision, Commitment and Passion	20%
Organizational Capacity	30%
Commitment Towards Systems Change	20%
Using Data for Impact	30%
<b>Total</b>	<b>100%</b>







Applicants with the highest scoring applications will be invited to join an interview with 80x3 and Embracing Equity staff.

Following interviews, applicants will be notified of funding decisions by email in early-July 2023.

Greater Twin Cities United Way reserves the right to make awards that support our cultivation of a balanced grant portfolio that most effectively advances our mission, goals, and priorities. Toward this end, and in addition to criteria identified in this RFP, funding decisions may include considerations of geography, scale and ecosystem factors, among other factors.

### **Grant Terms, Payments and Other Requirements**

- Grants will average \$20,000, grant term is 12-months beginning in August 2023.
- Grant awards will be made in 2 payments. 85% of the award will be paid upon signature of the grant agreement. The remaining 15% of the award will be paid upon completion of the final report.
- Funded partners will be asked to provide direct deposit information for payment.
- Funded partners will commit to the activities outlined in this RFP including a 12-month leadership residency with United Way and its partner, Embracing Equity.

### **How To Apply**

Grant applications must be completed online. The application will **open April 25<sup>th</sup>**. Please click [HERE](#) to begin your application.

### **Application Resources and Other Questions**

During the application period, Greater Twin Cities United Way staff are available to answer your questions and assist with your application.

- Contact us at [rfp@gtcuw.org](mailto:rfp@gtcuw.org) and a Greater Twin Cities United Way staff person will respond to your question within 1-2 business days.