



**Women of Reform Judaism (WRJ) Philanthropy for Social Good
YES (Youth, Education, and Special Projects) Fund
Request for Proposals:
Diversity, Equity, and Inclusion Initiative
2022 - 2023 Announcement and Funding Details**

Mission:

Women of Reform Judaism (WRJ) strengthens the voice of women worldwide and empowers them to create caring communities, nurture congregations, cultivate personal and spiritual growth, and advocate for and promote progressive Jewish values.

Background:

The YES (Youth, Education, and Special Projects) Fund represents the collective contributions of individual donors and WRJ-affiliated women's groups. Their generosity has enabled YES Fund grants to provide Reform and Progressive Jewish institutions worldwide with the requisite tools to enhance Jewish life by supporting Jewish professionals, cultivating women's leadership, and advocating for social justice.

Since its founding in 1913, as an affiliate of the Union for Reform Judaism (URJ), the leadership body of the Reform Movement, WRJ has been at the forefront of social action and change, advancing the role of women in Jewish life and supporting the development of Reform and Progressive institutions around the world. To date, WRJ has raised and distributed millions of dollars through its YES Fund to strengthen Reform Judaism as well as to encourage new, innovative programming.

With vision and passion, and a demonstrated ability to raise funds, WRJ members were vital to building the first dormitory for Hebrew Union College in Cincinnati and the URJ's headquarters in New York City, establishing the Jewish Braille Institute (JBI International), founding the North American Federation of Temple Youth (NFTY), and creating the first URJ camp, among other path breaking projects. Most recently, WRJ has focused on pay equity, and is a tireless advocate for women in the clergy, in Jewish education, and in congregational leadership roles.

Our Grants:

Historically, our grants have strengthened the Reform and Progressive Movements by focusing on the following areas.

- **Community:** connecting and engaging people through Reform/Progressive Jewish values
- **Social Justice:** advocating for Progressive Jewish values (including Diversity, Equity, and Inclusion, or DEI), emphasizing issues affecting women and families
- **Education:** cultivating Reform/Progressive Jewish leaders and providing leadership development opportunities
- **Youth:** supporting the development of Reform Jewish identity in youth and young adults

Grant Focus for 2022 – 2023:

For a second year, WRJ will be allocating funds to support programs, projects, and initiatives in institutions that are committed to promoting diversity, equity, and inclusion (DEI) in the Jewish community.

Definition of Terms:

WRJ will expect to see grant applications from Jewish organizations that reflect the following understanding of diversity, equity, and inclusion.

Diversity: Diversity refers to the presence of differences, including but not limited to race, ethnicity, creed, color, sex, gender, gender identity, sexual identity, socio-economic status, language, culture, national origin, religion/spirituality, age, and abilities.

Equity: Equity refers to fair and just practices and policies that ensure all community members can thrive. Equity is promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions.

Inclusion: Inclusion refers to a community where all members are and feel respected, have a sense of belonging, and are able to participate and achieve to their full potential. Inclusion is an outcome which ensures those who are diverse are actually welcomed.

Eligibility:

- The applicant organization must be a registered nonprofit or have nonprofit status through an affiliation with a parent institution.
- The applicant organization must be a Jewish communal organization that supports progressive Jewish values.
- The program, project, or initiative for which funds are requested must take place in North America.
- Grants are not exclusively for those who identify as female, however, when grants apply to persons, those identifying as female must be included.
- Organizations may submit multiple applications.
- Applications must be for the implementation of innovative DEI programs.

For the purposes of this Request for Grant Proposals, WRJ will not fund:

- Individuals, congregations and their affiliates (i.e., religious schools, congregation committees, etc.), or local sisterhoods or women's groups
- General operating expenses
- Endowments
- Capital projects
- Partisan political activities

Typical Grant:

A typical grant will be in the \$5,000 to \$10,000 range and payable over one year.

Important Dates:

Grant applications are due by 5:00 pm EST on Friday, November 12, 2021, for the 2022 - 2023 grant term (July 1, 2022 - June 30, 2023). Late applications will not be accepted.

Grants will be announced by July 1, 2022. Recipients must be willing to comply with reporting requirements which will be sent to selected grantees upon notice of award.

All grants will be paid by June 30, 2023. While some grants may be paid earlier during the grant term at the discretion of WRJ, payment cannot be guaranteed prior to the end of the grant term on June 30, 2023.

Instructions for Submitting a Proposal:

Applicants should submit the **2022 - 2023 YES Fund Diversity, Equity, and Inclusion Initiative Grant Application** that follows these instructions.

1. Organizations submitting multiple requests should complete separate applications for each request.
2. The application is due no later than 5:00PM EST on Friday, **November 12th, 2021**, and should be sent to Natalie Boles, WRJ Philanthropy Associate at nboles@wrj.org. Please make the subject line: 2022 - 2023 YES Fund DEI Initiative Grant Request – [name of organization].
3. If additional supporting documentation or further clarification is necessary, you will be contacted.

Answers to common questions should be reflected in this application. We are unable to take meetings related to funding at this time. If there are questions, not answered within this document, please contact Natalie Boles at nboles@wrj.org. Please be mindful that we will get back to you as soon as possible, and that some questions may not be able to be answered.

We look forward to hearing from you.

**2022 - 2023 YES Fund Diversity, Equity, and Inclusion
Initiative Grant Application**

Organization Contact Information

Organization

Name:
Address:
Telephone:
Website:
Tax ID:

Chief Professional

Name:
Title:
Telephone:
Email:

Contact Person (if different from above)

Name:
Title:
Telephone:
Email:

Background

Brief organization description including mission, organization's activities, and population served:

Include a list of Board members and affiliations

Operating budget (in U.S. dollars) from most recent fiscal year:
\$ _____

Funding Request

Amount requested (in U.S. dollars): \$ _____

Type of Funding:

Existing Program/Project Support – Name of Program

New Program/Project Support – Name of Program

Please provide a brief description of how the funds that you are requesting will be used:

Desired Impact

1. Describe the impact of your program, project, or initiative. For example, what is your target population? How many people will be impacted directly/indirectly by this proposal? What is your geographic reach? Please provide specific examples of the program’s impact.
2. Explain how you will measure the impact of this proposal and how you will know you have achieved your goals.

WRJ Alignment

How does the organization/program align with WRJ’s mission, areas of focus and impact goals as described earlier in this application? We are looking for specific connections between your organization’s goals, purpose, areas of concern and target population and WRJ.

- Is there a role for WRJ to act as a partner with your organization/program beyond financial support?
- What specific opportunities do you see for collaboration between your organization and WRJ?
- How will you acknowledge WRJ’s contribution to your program including through a “branding partnership” i.e., social media, website, logo placement on promotional materials, or by another means

Budget Information

1. Please provide the program, project, or initiative’s budget (including money requested from WRJ and other sources).
2. If WRJ does not provide the funding requested, or provides less funding than requested, what are the plans for this program, project, or initiative?

_____ To foster collaboration, please check here if WRJ has permission to discuss this proposed program with others who might have an interest in this initiative.