Overview

Through the Diversity, Equity and Inclusion Grant, nonprofit organizations can apply for support focused on Educational Empowerment and/or Building Healthy Neighborhoods initiatives targeting social minorities including racial and ethnic minority groups. Applicants can request funding for programs and/or for general operations. Similar to program support requests, agencies requesting general operating support will need to clearly be able to describe how the funding will impact the audience and will need to be able to provide quantitative data on those served by the award.

Background:

A healthy neighborhood has many characteristics, which can include low crime and violence, presence of greenspace, affordable quality housing, access to affordable nutritious food, and more. Educational empowerment also has many characteristics, which can include literacy levels, the quality of education received, and more. The presence of these elements related to healthy neighborhoods and educational empowerment can encourage healthy behaviors and cultivate overall positive physical and emotional well-being. Poverty, racism, and lack of educational and economic opportunities are among the fundamental determinants of poor health and lack of safety. For example:

- More than 38 million Americans, including 12 million children, experience food insecurity, which is 10.5% of householders within the United States. Hispanics (17.2%) and Black/African Americans (21.7%) have a higher rate of food insecurity than the overall household rate (10.5%).

- When considering the role of literacy, research has shown that third-grade reading proficiency is not only related to future school success, such as graduation rates and college readiness levels, but is also related to dropout and incarceration rates. Further, among adults at the lowest level of literacy proficiency nationally, 43% live in poverty. In contrast, among adults with strong literacy skills, only 4% live in poverty.

- Healthy People 2020's crime and violence report indicates “violence can lead to premature death or cause nonfatal injuries. People who survive violent crime endure physical pain and suffering and may also experience mental distress and reduced quality of life.” Areas of concentrated poverty that have low housing values and schools with low high-school graduation rates put residents at increased risk of death from homicide.

The above are just a few examples of why addressing educational disparities and neighborhood disparities are important to building a healthier Greater Houston community. Houston Methodist encourages applicants to read the latest Social Determinants of Health Brief to gain more insight into the shared stats, Educational Empowerment and Building Healthy Neighborhoods pillars and how social determinants of health (SDOH) impact.
Eligibility

Support through the Houston Methodist Diversity, Equity and Inclusion Grant must meet the following:

- The nonprofit charitable organizations must be tax exempt under Section 501(c) (3), Section 170 (c) or Section 509 (a) of the Internal Revenue Code.
- The organization must request support for an Educational Empowerment or Building Healthy Neighborhoods initiative that seeks to address a social determinant of health (SDOH) that directly aligns with these pillars. See the below SDOH key term section and the Social Determinants of Health Brief for guidance.
- The organization must support an audience that can be classified as a social minority which can include but is not limited to status related to religion, sexual orientation, gender identity, immigration status, disability status, veteran status, persons experiencing homelessness and more.
- Funds must benefit the Greater Houston Area only.
- Applicant requests must be for one funding year. HM will not accept multi-year requests.
- Applicants may apply for operational/overhead support including initiatives that allow the organization to expand. Program support requests are also allowed via this grant.
- Houston Methodist will not consider capital campaign requests.
- Houston Methodist will not consider financial requests that exceed 20% of the applying organization’s operating budget.
- Funding amounts requested may not be less than $30,000 and should not exceed $500,000.

Key Terms Defined:

Social Determinants of Health (SDOH)

Houston Methodist defines social determinants of health as the social, economic and physical conditions that affect the health outcomes and quality of life of a person or population. For this grant opportunity, Houston Methodist will consider social determinant requests that align or focus on one or more of the following examples:

- Access to safe drinking water, clean air, and toxin-free environments
- Availability of transportation
- Crime rates and exposure to violent behavior
- Early childhood experiences and youth development
- Youth and Adult educational opportunities to include but not limited to GED attainment, literacy, college prep
- Food insecurity and inaccessibility of nutritious food choices
- Gender inequity
- Housing conditions
- Neighborhood conditions and physical environment
- Recreational and leisure opportunities
- Social support and community inclusivity
Social Minority

Social determinants of health are the social, economic and physical conditions that affect the health outcomes and quality of life of a person or population. For this grant opportunity, Houston Methodist will consider requests that align or focus on one or more of the following social determinants of health and must align with educational empowerment and building healthy neighborhoods activities:

- Arrest/Conviction Status
- Disability
- Family Status
- Gender or Sexual Identity
- LGBTQ+ Status
- Marital Status
- Military Status
- National Origin
- Race/Ethnicity
- Religion
- Senior Citizens
- Youth/Adolescents

Educational Empowerment

Houston Methodist defines educational empowerment as initiatives designed to promote and increase access to educational services for youth and adults. Levels of educational attainment, quality of education and literacy are tied directly to a person’s ability to obtain jobs that pay livable wages which can lay the foundation for access to quality housing, health care and more.

Building Healthy Neighborhoods

Houston Methodist defines building healthy neighborhoods as initiatives designed to promote and increase community health and well-being. This can include efforts to address greenspace and recreational spaces to promote exercise as well as efforts designed to address food insecurity and promote healthy living behaviors to reduce the onset of chronic disease. This can also include efforts designed to ensure individuals live in safe, socially inclusive and healthy environments that assist them with achieving a high quality of life.

Program Support

Houston Methodist offers applicants an opportunity to receive support for a specific program within their organization that serves to directly target the social determinants of health for the described target audience. Programs usually have their own distinct budget within the larger organizational/operating budget. Applicants must demonstrate how funding will support program operations, must be able to report on the program impact and must be able to report on the amount of people served through the requested effort.
The below is an outline of example requests that align with the three main categories of Educational Empowerment and Building Healthy Neighborhoods. Houston Methodist recognizes that each of these examples could fit into more than one category due to the outcomes of each not be mutually exclusive. Please note this is not a comprehensive list but is designed to help prospective applicants determine which grant type is best for them and assist with determining what types of initiatives could be eligible for consideration if all other criteria for grant submission are met at a satisfactory level determined by the grant review committee. This is only to be used as a guide to support brainstorming for prospective applicants.

### Exclusions

Exclusions: Houston Methodist will not consider requests via the Social Equity Grant based on the below:

- Financial requests that exceed 20% of the organization’s operating budget
- Requests less than $30,000 or more than $500,000
- Multi-year funding requests
- Capital campaign requests
- Requests to start/create a nonprofit
- Requests which do not benefit the Greater Houston community
- Special event requests (See Sponsorship page for these type of requests)
- Requests to cover the costs for the organization to provide diversity training to its board and personnel.
- Requests to cover the costs direct patients to clients served by the organization

### Examples of Requests That Can Be Considered:

The below is an outline of example requests that align with the three main categories of Educational Empowerment and Building Healthy Neighborhoods. Houston Methodist recognizes that each of these examples could fit into more than one category due to the outcomes of each not be mutually exclusive. Please note this is not a comprehensive list but is designed to help prospective applicants determine which grant type is best for them and assist with determining what types of initiatives could be eligible for consideration if all other criteria for grant submission are met at a satisfactory level determined by the grant review committee. This is only to be used as a guide to support brainstorming for prospective applicants.

### Educational Empowerment

**Example 1:** Nonprofit organization is requesting support to carry out an initiative focused on helping low-income adults obtain their GED or high school equivalency.

**Example 2:** Nonprofit organization is requesting support to expand their after-school tutoring program targeting homeless teens.

**Example 3:** Nonprofit organization focused on providing college readiness courses to individuals living with intellectual and development disabilities is requesting general operating to allow them to expand services and serve more clients within their service area.

**Example 4:** Nonprofit organization is requesting support towards initiatives designed to prevent learning loss during summer months.

### Building Healthy Neighborhoods

**Example 1:** Nonprofit organization is requesting operating support to hire a Case Manager to expand the organization’s ability to screen their clients, who identify as predominantly LGBTQ+ youth, for food insecurity & support the establishment of a food pantry that will assist to address this need.

**Example 2:** Nonprofit organization is requesting support to help decrease the likelihood of young girls/women being victims of human/sex trafficking.

**Example 3:** Nonprofit organization is requesting support to increase the number of homes they are able to transform to be handicap accessible for disabled patients.