Diversity, Equity and Inclusion Grant Program

Houston Methodist Social Equity Grant
Things to Know Before You Apply

Overview

Through Houston Methodist’s Social Equity Grant, nonprofit organizations can apply for program support to remove barriers to health equity impacting racial and ethnic minority communities through Economic Empowerment initiatives. Economic empowerment gives a chance at financial stability which in turn more choices and opportunities in life often leading to better health outcomes.

Background:
Not having a livable wage can impact a person’s ability to afford health insurance, healthy food, quality housing and more. The ability to obtain livable wages can be hampered by a variety of factors such as general unemployment or underemployment, history of incarceration, unreliable transportation to get to places of employment, limited education, or low literacy levels (including financial literacy). When race and ethnicity are factored in, the economic disparities grow even greater. For example, Hispanics and Black/African-Americans are more likely to experience higher poverty, lower wages and less employment opportunities than their White Non-Hispanic counterparts. Even when these two racial and ethnic minority groups obtain higher education, they are underrepresented in fields that pay higher wages, such as, but not limited to STEM. For example, Black Americans and Hispanics in the U.S. workforce only represent 9% and 7% of STEM workers respectively. Economic disparities continue to widen when social minority statuses are considered. For example, per the Economic Policy Institute, racial and ethnic minorities are disproportionally incarcerated, which can limit their ability to obtain employment after release perpetuating the cycle of poverty. Further, opportunity after incarceration has a disproportionate impact on outcomes with employers more likely to hire a White person with a felony conviction than an African American with no felony convictions, even when applicants have otherwise comparable credentials.

There is a direct correlation of economic stability to health outcomes. See the chart below for examples of how economic factors in Harris County correlate to health disparities and how those disparities disproportionally impact Black/African Americans and Hispanics, the largest racial and ethnic minority groups in Harris County.

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Median Income</th>
<th>% in Poverty</th>
<th>% Uninsured</th>
<th>% Unemployed</th>
<th>% Food Insecure</th>
<th>% Obese</th>
<th>% Death Rate due to Diabetes</th>
<th>% Hospitalization Rate due to Hypertension</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black NH</td>
<td>$43,291.00</td>
<td>19.2%</td>
<td>16.2%</td>
<td>9.2%</td>
<td>25%</td>
<td>36.5%</td>
<td>36.6%</td>
<td>12.9%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>$48,426.00</td>
<td>20.6%</td>
<td>32.0%</td>
<td>5.5%</td>
<td>18%</td>
<td>42.2%</td>
<td>24.1%</td>
<td>6.5%</td>
</tr>
<tr>
<td>White NH</td>
<td>$67,789.00</td>
<td>7%</td>
<td>8.4%</td>
<td>5.1%</td>
<td>7%</td>
<td>24.6%</td>
<td>18.8%</td>
<td>1%</td>
</tr>
</tbody>
</table>

Chart Sources: US Census Bureau; Houston State of Health; Feeding America

Houston Methodist is focused on helping to close the disparity gaps described and beyond by encouraging nonprofits to apply for support targeting racial and ethnic minority adults and seniors (18+) with a focus on cultivating economic stability. Houston Methodist encourages applicants to read the latest Social Determinants of Health Brief to gain more insight into the shared stats, Economic Empowerment pillar and how social determinants of health (SDOH) impact.
Eligibility

Support through the Houston Methodist Social Equity 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 Economic Empowerment initiative that seeks to address a social determinant of health (SDOH) that directly aligns with the Economic Empowerment focus. See the below SDOH key term section and the Social Determinants of Health Brief for guidance.
- 75% or more of the target audience must identify as a racial and/or ethnic minority population.
- Only program requests will be considered. No general operating requests accepted.
- Funds must benefit the Greater Houston Area and the adult/senior population (18+) residing within the area only.
- Applicant requests must be for one funding year. HM will not accept multi-year requests.
- 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 $50,000 and should not exceed $500,000.

Key Terms Defined:

Social Determinants of Health (SDOH)

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 economic empowerment and economic stabilizing activities:

- Access to stable, affordable housing and/or home ownership
- Availability of transportation
- Adult educational opportunities to include but not limited to financial literacy, vocational trainings, professional licenses & certifications, employment pipeline, etc.
- Gender inequity
- Incarceration status
- Income level
- Occupation, employment status, and workplace safety
- Racial segregation, inequities
- Social support and community inclusivity

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 much 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.

Social Minority Status

A social minority is a grouping of individuals who are subordinated by society and hold less power because they are distinguishable by physical or cultural differences. A social minority group has a distinctive identity that others can quickly identify. For example, in the rapidly growing technology industry, female engineers are far less represented than the majority, male engineers. As a result, female engineers are subordinated and hold less power. When referring to social minority, it can include, but is not limited to factors related to gender, sexual orientation, age, homeless status, incarceration status, those living within the foster system, veteran status and more.
**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 $50,000 or more than $500,000
- General operating requests
- Requests targeting youth (0-17) and/or grade school students
- 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.

**Example Past Requests:**

The below is an outline of example requests that align with Economic Empowerment. 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.

**Economic Empowerment**

**Example:** Nonprofit organization is requesting support to help racial and ethnic minority veterans gain access to job opportunities after discharge.

**Example:** Nonprofit organization is requesting support to encourage racial and ethnic minorities to pursue entrepreneurship.

**Example:** Nonprofit organization is requesting support to help racial or ethnic minorities get certifications and trainings for livable wage jobs in health care.

**Example:** Nonprofit organization is requesting support to help racial or ethnic minority women escaping domestic violence secure affordable housing and employment to discourage women from returning to their abusers.

**Example:** Nonprofit organization is requesting support to carry out an initiative focused on helping formerly incarcerated racial or ethnic minorities obtain employment.

**Example:** Nonprofit organization is requesting funding to help racial and ethnic minorities gain more financial literacy to improve credit scores.