Diversity, Equity and Inclusion Grant Program

Overview

Through the Diversity, Equity and Inclusion Grant, nonprofit organizations classified as a 501(c)(3) are able to apply for support that focuses on Educational Empowerment, Economic Empowerment and Capacity Building initiatives targeting gender and social minorities and racial and/or ethnic minority groups. Applicants can request support for programs and/or can request support for general operating activities. 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.

Please note, if your initiative has an emphasis on targeting a specific racial or ethnic minority group, your request may be best suited for the Social Equity Grant. We encourage you to review key terms and examples below to help you determine which grant is best for you. Houston Methodist will only consider one request per agency via the Diversity, Equity and Inclusion Grant.

Eligibility

Those seeking support through the Houston Methodist DEI Grant must meet the following requirements to be eligible for consideration:

- The organization must request support for an initiative that actively seeks to address an issue that can be categorized as Educational Empowerment, Economic Empowerment or Capacity Building.
- The organization must support an audience that can be classified as a racial and/or ethnic minority or social minority with emphasis on social minority status which includes religion, sexual orientation, sexual identity, disability status, veteran status, etc.
- The organization must indicate that funds will be used in the Greater Houston area only.
- 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.
- Applicant requests will be for one funding year. HM will not accept multi-year requests.
- Applicants may apply for operational/overhead support as well as program support via this grant.
- Houston Methodist will not consider capital campaign requests.
- Houston Methodist will not consider financial requests that exceed 20% of organization’s operating budget.
Social Determinants of Health

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 housing and utility services
- 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 development
- Educational opportunities
- Food insecurity and inaccessibility of nutritious food choices
- Gender inequity
- Income level
- Neighborhood conditions and physical environment
- Occupation, employment status, and workplace safety
- Recreational and leisure opportunities
- Social support and community inclusivity

Social Minority

Houston Methodist defines social minorities as individuals or groups who possess characteristics that are more likely to result in them not having access to and/or having limited access to certain rights and/or resources which are afforded more readily to others without those same characteristics. For the purpose of this grant, Houston Methodist will consider initiatives that are designed to support persons in relation to one or more of the following categories: Please note, if your initiative focuses more on the empowerment of specific racial/ethnic groups only, the Social Equity Grant may provide a better opportunity for support:

- Arrest/Conviction Status
- Disability
- Family Status
- LGBTQ+ Status
- Marital Status
- Military Status
- National Origin
- Race/Ethnicity
- Religion
- Senior Citizens
- Sex
- 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.
### Economic Empowerment

Houston Methodist defines economic empowerment as initiatives designed to increase the degree of autonomy and self-determination in people and in communities in order to enable them to represent their interests in a responsible and self-determined way, acting on their own authority. This can include efforts designed to increase a group’s ability to make strategic economic choices to uplift their lives and levels the playing field for more inclusive and equitable experiences. This can also include initiatives that help alleviate the financial and/or social burdens placed on a group so they may focus their remaining resources on improving their overall health and well-being.

### Capacity Building

Houston Methodist defines capacity building as initiatives designed to enhance organizations’ internal operations to better fulfill their missions and achieve outcomes that are more impactful. Initiatives can include projects that help an organization develop specific skills needed to improve organizational effectiveness, initiatives that help agencies assess, respond to and create continuous improvements and more.

### 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 a community of color. Applicants must demonstrate how funding will support program operations and must report on the program impact and the amount of people served within the social minority group.

### Exclusions

Houston Methodist will not consider:

- Capital campaign requests
- Financial requests that exceed 20% of organization’s operating budget
- Multi-year funding requests
- Special event requests
- Requests to start/create a nonprofit
- Requests which do not benefit the Greater Houston community
The below is an outline of example requests that align with the three main categories of Educational Empowerment, Economic Empowerment and Capacity Building. 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.

### Examples of Requests That Can Be Considered:

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<thead>
<tr>
<th>Educational Empowerment</th>
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<th>Capacity Building</th>
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<tbody>
<tr>
<td><strong>Example 1:</strong> Nonprofit organization is requesting support to carry out an initiative focused on helping felons obtain their GED or high school equivalency.</td>
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<td><strong>Example 2:</strong> Nonprofit organization is requesting support to expand their after-school tutoring program targeting homeless teens.</td>
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<td><strong>Example 3:</strong> Nonprofit organization is requesting support to help encourage young girls to consider pursuing STEM in college.</td>
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<td><strong>Example 1:</strong> Nonprofit organization is requesting support to help women escaping domestic violence secure affordable housing and employment to discourage women from returning to their abusers.</td>
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<td><strong>Example 2:</strong> Nonprofit organization is requesting support to help newly classified senior citizens with signing up for Medicare to set them on the path to managing their health care in an affordable manner as they age.</td>
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<td><strong>Example 3:</strong> Nonprofit organization is requesting support to teach veterans how to manage their finances for long term sustainability and to prevent homelessness.</td>
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<td><strong>Example 4:</strong> Nonprofit organization is requesting support to offer transportation for clients who have trouble accessing agency services due to living in communities with limited affordable transportation options.</td>
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<td><strong>Example 1:</strong> Nonprofit organization is requesting support to hire a full time grant writer to help the agency continue its mission to help LGBTQ+ youth receive services that support their overall well-being.</td>
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<td><strong>Example 2:</strong> Nonprofit organization is requesting support to help its staff receive their CHW certification to better service their clients.</td>
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<td><strong>Example 3:</strong> Nonprofit organization is requesting support to increase the number of homes they are able transform to be handicap accessible.</td>
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