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 classified as a 501(c)(3), are able to apply for program and capacity building support to transform barriers to health and social equity in relationship to social determinants of health within racial and ethnic minority communities through Educational Empowerment, Economic Empowerment and Building Healthy Neighborhoods.

Latinos, Black/African Americans, American Indians, and other racial and ethnic minority communities have disproportionately lacked access to resources that contribute to living a life that promotes overall health and wellbeing. The health inequities experienced in the Greater Houston area have a direct correlation with the social and economic conditions in which people are born and live known as social determinants of health and are exacerbated when race is factored in. These racial and ethnic minority communities, when underserved, often depend on support from charitable agencies to help bridge service and access gaps due to socioeconomic conditions. Additionally, minority-led or minority-mission focused organizations often have difficulty providing resources to the communities they are serving due to philanthropic inequalities and funding disparities.

Houston Methodist is focused on helping to close the disparity gaps described by encouraging nonprofit organizations to apply for support that targets specific racial and ethnic minorities with a focus on social determinants. If your agency is requesting support for an initiative that targets a broader, non-racially or ethnicity specific audience, then applying for the Diversity, Equity and Inclusion Grant is recommended.

Eligibility

Support through the Houston Methodist Social Equity Grant must meet the following:

- The organization must have a mission and/or be requesting support for an initiative that explicitly targets a specific racial and/or ethnic minority audience. Program requests only.
- 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 Building Healthy Neighborhoods.
- The organization must be requesting support for an initiative that actively addresses a social determinant of health as defined below.
- 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.
- Houston Methodist will not consider capital campaign requests.
- Houston Methodist will not consider financial requests that exceed 20% of organization’s operating budget.
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.

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
- 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
- Racial segregation, inequities
- Social support and community inclusivity

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 and sustainable for the long term. Distinct capacity building projects, such as improving volunteer recruitment, upskilling staff, helping a new nonprofit obtain audited financials, updating a nonprofit’s technology, and improving how it measures its outcomes, all build the capacity of a charitable nonprofit to effectively deliver its mission.

Exclusions

Houston Methodist will not consider:

- Capital campaign requests
- Financial requests that exceed 20% of the organization’s operating budget
- General operating requests
- Multi-year funding 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)
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.

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.
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, Economic Empowerment and Healthy Neighborhoods. 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 applicant

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<tr>
<th>Educational Empowerment</th>
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<th>Building Healthy Neighborhoods</th>
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<tr>
<td><strong>Example 1:</strong> Nonprofit organization is requesting support to create a GED program for Black/African American women to assist them attaining a higher educational level for increased job opportunities.</td>
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<td><strong>Example 2:</strong> Nonprofit organization is requesting support to expand their tutoring program, targeting Hispanic/Latino teens recently released from the criminal justice system.</td>
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<td><strong>Example 3:</strong> Nonprofit organization is requesting support to develop an after-school ESL program for Vietnamese youth within HISD through hiring a bilingual educational specialist.</td>
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<td><strong>Example 1:</strong> Nonprofit organization is requesting funding to start a program that connects Black/African American high school students to health care facilities for internships to encourage them to go into the field of medicine.</td>
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<td><strong>Example 2:</strong> Nonprofit organization is requesting support to help Asian-American women veterans gain access to job opportunities after discharge.</td>
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<td><strong>Example 3:</strong> Nonprofit organization is requesting support to hire financial counselor to teach Hispanic/Latino men financial literacy skills.</td>
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<td><strong>Example 1:</strong> Nonprofit organization is requesting program support to help their organization continue to deliver free lunch to underserved Hispanic/Latino children attending school virtually</td>
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<td><strong>Example 2:</strong> Nonprofit organization is requesting support to build a park for a predominantly Latino and Black/African American neighborhoods, so youth have a safe place to play outdoors</td>
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<td><strong>Example 3:</strong> Nonprofit organization is requesting support to hire a case manager to help the agency continue its mission to help Indigenous people navigate to support services.</td>
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