Young Women’s Initiative of Minnesota
Investing in the Field to Advance the Blueprint for Action
Request for Proposals and Grant Application

** APPLICATION DEADLINE **
February 20, 2020 – 11:59 p.m.

Register here to access the web portal & start your application
In-person grants information session (optional) at WFMN office on February 7, 2020 at 9:30 a.m.
Join the webinar (optional) here on February 11, 2020 at 1 p.m.

There’s More to Minnesota when every young woman has what she needs to thrive. When young women have pathways to economic opportunity, it means more to Minnesota. When young women are safe, it means more to Minnesota. When young women have pathways to leadership in every sector, it means more to Minnesota. This Request for Proposals invites front-line organizations working in the intersecting areas of economic opportunity, safety, and leadership on behalf of and with young women to apply for a multi-year grant of $15,000—$25,000 each year in general operating support. Grants will be awarded for up to two years of funding, renewable in year two based on evaluation and progress towards goals and outcomes. Additionally, Young Women’s Initiative of Minnesota grantee-partners will have the opportunity to be part of a yearlong cohort that will participate in convenings and trainings and serve as partners of the Women’s Foundation of Minnesota as we move the recommendations from the Blueprint for Action forward.

What is the Young Women’s Initiative of Minnesota?
The Young Women’s Initiative of Minnesota (YWI MN) is a statewide initiative centering young women of color and American Indian young women to create a Minnesota where every young woman thrives. YWI MN was launched in 2016 as a public-private partnership between the Women’s Foundation of Minnesota (WFMN) and the Governor’s Office of the State of Minnesota. YWI MN is driven by a powerful cross-sector partnership of government, businesses, nonprofits, philanthropies, and young women to build and ensure equity in outcomes for all young women in the state. While centering young women of color and American Indian young women, YWI MN focuses on young women between the ages of 12 and 24, from eight demographic communities across Minnesota that face opportunity gaps, including African American, African Immigrant, American Indian, Asian American and Pacific Islander, Latina, LGBTQ* (Lesbian, Gay, Bisexual, Transgender, Queer), Disabilities, and Greater Minnesota young women. Our definition of a young woman is anyone who identifies as a woman and is inclusive of cisgender, transgender, gender non-conforming, and gender non-binary people.
What is the Blueprint for Action?
The YWI MN was designed by the Women’s Foundation with young women at the center and as key drivers of the work. To ground YWI MN in the lived experiences of young women and the community-specific challenges and solutions they identified, WFMN held Listening Sessions and commissioned a community action research process focused on young women from eight communities that experience the greatest disparities in outcomes in our state: African American, African Immigrant, American Indian, Asian American and Pacific Islander, Latina, LGBTQ+, young women with disabilities, and young women in Greater Minnesota.

Learnings from the action research engagement yielded fresh and innovative approaches to issues of inequity, which became the Blueprint for Action. The Blueprint for Action is driving targeted and cross-sector solutions tailored specifically to young women who, data show, face the biggest barriers. See the Blueprint for Action recommendations below, aligned with four key goals.

Investing in the Field to Advance the Blueprint for Action
The Women’s Foundation of Minnesota invests in organizations, leaders, and the movement to create the conditions for women and girls to thrive. In the second phase of YWI MN investments, WFMN is continuing to invest more than half a million dollars to move specific Blueprint for Action recommendations forward (see p. 3.)
### Young Women’s Initiative Community Investments—Phase Two

<table>
<thead>
<tr>
<th>$ Invested</th>
<th>YWI Goals</th>
<th>Blueprint Recommendations</th>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>$320,000</td>
<td><strong>Economic Opportunity:</strong> Build economic opportunity by increasing young women on the pathway to STEM and middle- and high-wage occupations by 20%.</td>
<td>Recommendation 5: Ensure young women have opportunities and pathways to high-skil, high-wage careers and jobs; increase participation in STEM field and technical careers; and increase opportunities and pay for young women in female-dominated employment sectors.</td>
<td>• Increase in understanding of the key barriers and opportunities that impact young women’s economic security • Increase the strategies to eliminate those barriers and increase opportunities • Increase in young women enrolling in post-secondary education • Increase in young women attending post-secondary education • Increase in young women accessing internships or apprenticeships • Increase in gender-specific focus and program within secondary and post-secondary institutions • Increase in young women participating in gender-specific programs within secondary and post-secondary institutions</td>
</tr>
<tr>
<td>$310,000</td>
<td><strong>Safety:</strong> Improve safety through education and awareness and increase boys’ and girls’ capacity for respectful, healthy relationships by 50%.</td>
<td>Recommendation 8: Increase awareness and supportive services for survivors of abuse and violence with an intersectional lens.</td>
<td>• Increase in young people’s understanding of, intention to be in, and engagement in, healthy relationships built on mutual respect • Increase in the number of young people engaging in healthy relationships • Increase in the number of young women thriving by setting healthy boundaries in relationships with peers, partners, and others</td>
</tr>
<tr>
<td>$20,000</td>
<td><strong>Promote a state of leadership with and for young women:</strong> The Young Women’s Initiative will increase the agency, social capital, and civic engagement of young women by 80%.</td>
<td>• Recommendation 9: Develop the capacity of young women for political and civic leadership.</td>
<td>• Increase in young women’s understanding of leadership skills • Increase in young women’s social capital and civic engagement • Increase in young women’s voice, sense of agency and power</td>
</tr>
<tr>
<td></td>
<td><strong>Mobilize partnerships across the state and nation.</strong></td>
<td>• Recommendation 19: Ensure social norms are expanded beyond traditional gender roles.</td>
<td>• Development of a report identifying existing programs, efforts, and supports that currently serve young women is produced • Identification of programs and efforts that support young women is completed</td>
</tr>
</tbody>
</table>

**Funding Underway**
Grant Information & Timeline
Grants are two-year investments of $15,000 to $25,000 each year in general operating support to a cohort of organizations in Minnesota serving young women and girls, ages 12-24. Grants will be renewable the second year based on evaluation and progress towards goals and outcomes.

While grants will be coded for general operations, organizations must describe and report on specific programming aligned with the Blueprint for Action recommendation outcomes outlined on page three.

Please note that you must submit your application online. To do so, please register to access the web portal. Your registration will prompt an authentication on our end which should take no more than one business day to complete. Please give yourself time to register ahead of the application deadline. Please note: Internet Explorer users often run into issues with the portal, so it is best to use Google Chrome or Firefox as your browser. If you have any questions, please contact Brook LaFloe, the Reatha Clark King Fellow | YWI MN Program Manager, at Brook@wfmn.org.

Grant Period:
March 31, 2020 through March 30, 2021

The YWI MN grantmaking process engages members of the Young Women’s Cabinet and WFMN staff as members of the YWI MN Grantmaking Committee. The Committee reviews the grant proposals and recommends awards for groups that best represent the mission, goals, and values of the Foundation and YWI MN.

2020 Application and Process Timeline

<table>
<thead>
<tr>
<th>Action</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Online application available for organizations</td>
<td>January 22, 2020</td>
</tr>
<tr>
<td>In person grants information session (optional) at WFMN Office (105 5th Avenue S., Ste. 300, Minneapolis, MN 55401). <a href="#">Register here</a></td>
<td>February 7, 2020 from 9:30-11:30 a.m.</td>
</tr>
<tr>
<td>Online grant information webinar (optional) at 1 p.m. <a href="#">Register here</a></td>
<td>February 11, 2020 at 1 p.m.</td>
</tr>
<tr>
<td>Proposals due by 11:59 p.m.</td>
<td>February 20, 2020</td>
</tr>
<tr>
<td>Applicants selected for site visit will be notified</td>
<td>March 3, 2020</td>
</tr>
</tbody>
</table>

*Increase in cross-departmental strategic planning and collaboration results in more coordinated and effective support for young women*
All applicants: please hold this date. Site visit will be conducted in-person at the Women’s Foundation of Minnesota office with the YWI MN Fund Grantmaking Committee. | March 20, 2020

Grant award and declination letters sent to applicants | March 25, 2020

Funding Criteria & Eligibility
- Programs must operate in Minnesota and serve young women in Minnesota.
- Organizations will only be considered if they serve young women from the following communities: African American, African Immigrant, American Indian, Asian American and Pacific Islander, Latina, LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer), young women with disabilities, and young women in Greater Minnesota.
- Organizations must work in at least two of the intersecting areas of economic opportunity, safety, and leadership to advance solutions on behalf of and with young women.
- Organizations must demonstrate that young women are centered in programming—including planning, implementation, and evaluation.
- Organizations must have programs that serve young women between 12 and 24 years of age.

Eligible programs include:
- Nonprofit tax-exempt organizations and schools that operate programs in Minnesota.
- Unincorporated organizations with a tax-exempt fiscal sponsor.
- American Indian Nations.

The following activities or groups are NOT eligible for funding:
- Projects within religious institutions that do not align with the mission and values of the Women’s Foundation of Minnesota.
- Retroactive support of projects or activities.
- Fundraising events.
- Individuals.
- Organizations that may be deemed as discriminatory on the basis of race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, age, physical or mental ability, veteran status, military obligation, and marital status.
- An organization that limits or opposes a woman’s right to self-determination.
- Reduction of an operating deficit or to liquidate existing debt.

Learning & Evaluation
YWI MN grantee-partners will be part of a yearlong learning cohort that will participate in facilitated meetings and serve as partners of the Women’s Foundation of Minnesota as we collectively move the recommendations from the Blueprint for Action forward. This learning will include an evaluation process of surveys, focus groups, and interviews.
Please note that you must submit your application online. To do so, please register to access the web portal. Your registration will prompt an authentication on our end which should take no more than one business day to complete. Please give yourself time to register ahead of the application deadline. Please note: Internet Explorer users often run into issues with the portal, so it is best to use Google Chrome or Firefox as your browser. If you have any questions, please contact Brook LaFloe, the Reatha Clark King Fellow | YWI MN Program Manager, at Brook@wfmn.org.

YWI Grant Application

** APPLICATION DEADLINE **
February 20, 2020 – 11:59 p.m.

Online submission

Organizational Information

Name of Organization:  
Mailing Address:  
Phone Number:  
Website:  
Contact Person (include title):  
Contact Person’s Telephone Number:  
Email:  
Federal Taxpayer Identification Number (if applicable):  
Do you have 501 (c) (3) status?  
Yes  
No  
If no, please provide information about your Fiscal Sponsor:  
Name of Fiscal Sponsor and Contact Information for Executive Director:  
Fiscal Sponsor’s Mailing Address:  
Current Organizational Budget:  
Amount requested:  
Have you previously received a grant from WFMN?  
  • Yes  
  • No

Proposal Description

Maximum of 3,000 Characters (including spaces) for EACH question through online submission.

1. Describe your organization (mission, goals, major programs, and participants).

2. Describe the young women who participate in your organization’s programming, including age, geographic location, race/ethnicity, and socioeconomic background.

3. Which Blueprint for Action recommendations does your YWI related program advance (you must choose two or more)?

   • Economic Opportunity | Recommendation 5: Ensure young women have opportunities and pathways to high-skill, high-wage careers and jobs; increase participation in STEM field and technical careers; and increase opportunities and pay for young women in female-dominated
employment sectors

- **Safety | Recommendation 17**: Educate young women and men about healthy relationships, harmful narratives and norms, and promote positive self-identities to reduce violence
- **and/or Recommendation 8**: Increase awareness and supportive services for survivors of abuse and violence with an intersectional lens
- **Leadership | Recommendation 9**: Develop the capacity of young women for political and civic leadership

4. Based on your selection in question three, select the outcomes you anticipate during a one-year grant period

- **Economic Opportunity | Recommendation 5**: Ensure young women have opportunities and pathways to high-skill, high-wage careers and jobs; increase participation in STEM field and technical careers; and increase opportunities and pay for young women in female-dominated employment sectors
  - Increase in understanding of the key barriers and opportunities that impact young women’s economic security
  - Increase in the strategies to eliminate those barriers and increase opportunities
  - Increase in young women enrolling in post-secondary education
  - Increase in young women attending post-secondary education
  - Increase in young women accessing internships or apprenticeships
  - Increase in gender-specific focus and programs within secondary and post-secondary institutions
  - Increase in young women participating in gender-specific programs within secondary and post-secondary institutions

- **Safety | Recommendation 17**: Educate young women and men about healthy relationships, harmful narratives and norms, and promote positive self-identities to reduce violence
- **and/or Recommendation 8**: Increase awareness and supportive services for survivors of abuse and violence with an intersectional lens
  - Increase in young people’s understanding of, intention to be in, and engagement in healthy relationships built on mutual respect
  - Increase in the number of young people engaging in healthy relationships
  - Increase in the number of young women thriving by setting healthy boundaries in relationships with peers, partners, and others
  - Increase in strategies to reduce violence against young women resulting in reduced exploitation, bullying, and violence
  - Increased awareness of violence against young women
  - Increased number of supportive services for young women experiencing violence

- **Leadership | Recommendation 9**: Develop the capacity of young women for political and civic leadership
  - Increase in young women’s understanding of leadership skills
5. Please share additional outcomes you anticipate, if any, that are not listed above (optional).

6. Describe how you will advance the outcomes you have selected above.

7. Describe how you will measure success.

8. How does your organization advance systems change for women and girls? (WFMN defines systems change as shifts in institutions, laws, or policies, community or individual behavior, definition or reframing of issues, and movement-building.)

9. How do you use an intersectional equity lens in your work? (In what ways do you consider the gender, race and ethnicity, place, sovereignty, socioeconomic class, age, disability, sexual orientation, and immigration status of the people you serve. How do your programs reflect that consideration?)

**Cohort**

Maximum of 2,000 characters (including spaces) for EACH question through online submission.

YWI MN grantee-partners will be part of a yearlong learning cohort that will participate in facilitated meetings and serve as partners of the Women’s Foundation of Minnesota as we collectively move forward the recommendations from the *Blueprint for Action*.

10. What area of expertise will your organization bring to a learning cohort as it relates to the Young Women’s Initiative of Minnesota?

11. Which staff member(s) will be representing your organization in the learning cohort? Please include a brief bio.

**Application Checklist**

Please complete and/or attach the following:

- Grant application in online portal.
- Current year organizational budget and year-to-date income and expense statement.
- Signed W-9 form for the organization or fiscal agent.
- Copy of most recent audited financial statement or IRS Form 990.
- IRS Determination letter.
- If you have a fiscal sponsor, copy of signed Fiscal Sponsor Agreement.
- List of staff, which **MUST** include gender and race/ethnicity of your staff.
• List of current board members, which **MUST** include gender and race/ethnicity of your board of directors or governing body.

**Questions & Assistance**

Throughout the application process, please contact us with questions or if you need assistance.

• Content — Lulete Mola, Vice President of Community Impact, at 612-236-1829 (direct) or [Lulete@wfmn.org](mailto:Lulete@wfmn.org)

• Logistical & Technical Assistance — Brook LaFloe, Dr. Reatha Clark King Fellow | YWI MN Program Manager, at 612.236.1836 (direct) or [Brook@wfmn.org](mailto:Brook@wfmn.org)

**Women’s Foundation of Minnesota Demographic Survey**

Collecting the demographics of individuals and communities impacted is an essential aspect of the Women’s Foundation of Minnesota’s commitment to diversity, equity, and inclusion. Completing the demographic survey is critical to the success of your grant application. Demographic information helps WFMN evaluate proposals by understanding the communities served by organizations and the ways programming is responsive to community specific needs.

<table>
<thead>
<tr>
<th>TOTAL NUMBER OF INDIVIDUALS SERVED BY ORGANIZATION (#)</th>
</tr>
</thead>
</table>

*Please complete remaining questions for those served by your organization.*

<table>
<thead>
<tr>
<th>TOTAL NUMBER OF INDIVIDUALS SERVED BY PROGRAM (#)</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>GENDER IDENTITY (#)</th>
<th>WHERE DO PARTICIPANTS LIVE?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Woman</td>
<td>American Indian Nation</td>
</tr>
<tr>
<td></td>
<td>(Please identify)</td>
</tr>
<tr>
<td>Man</td>
<td>Greater Minnesota</td>
</tr>
<tr>
<td>Transgender Woman</td>
<td>Twin Cities Suburban</td>
</tr>
<tr>
<td>Transgender Man</td>
<td>Twin Cities Urban</td>
</tr>
<tr>
<td>Gender Non-conforming or Non-binary</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>RACE/ETHNICITY (#)</th>
<th>OTHER CHARACTERISTICS (More than one may apply)</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian or Alaska Native</td>
<td>Immigrant or Refugee</td>
</tr>
<tr>
<td>Asian or Pacific Islander</td>
<td>People With Disabilities</td>
</tr>
<tr>
<td>African American or African or Black</td>
<td>LGBTQ+</td>
</tr>
<tr>
<td>Latina/o/x</td>
<td>Veteran</td>
</tr>
<tr>
<td>White</td>
<td><strong>AGE GROUP AT START OF PROGRAM (#)</strong></td>
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<tr>
<td>Multiracial</td>
<td>10-13</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>14-17</td>
</tr>
<tr>
<td>INCOME LEVEL (#)</td>
<td>19-24</td>
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<tr>
<td>------------------</td>
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</tr>
<tr>
<td>Low Income</td>
<td>25-30</td>
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<tr>
<td>Middle Income</td>
<td>31-55</td>
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<tr>
<td>High Income</td>
<td>56+</td>
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<tr>
<td>Unknown</td>
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<table>
<thead>
<tr>
<th>EDUCATIONAL ATTAINMENT AT START OF PROGRAM</th>
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<tbody>
<tr>
<td>Less than high school completion</td>
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<tr>
<td>High school degree/GED</td>
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<tr>
<td>Associate’s degree</td>
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<tr>
<td>Bachelor’s degree</td>
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<tr>
<td>Advanced degree</td>
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<tr>
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