

# iF 2025 Community Power Request For Proposals

## Who We Are

**iF**, A Foundation for Radical Possibility envisions Black people and people of the global majority living powerfully, abundantly, and beautifully in healthy, self-determined communities free of physical, social, economic, and ideological violence.

We achieve our vision by centering the leadership and expertise of Black people and people of the global majority in the Washington, DC region who live at the sharpest intersection of systems of oppression, particularly race, class, and gender identity.

At **iF**, we build relationships to transform how philanthropic, nonprofit, and government resources are deployed to disrupt institutions and structures that perpetuate anti-Black racism and other intersectional discriminatory harms. We share power and decision-making and support organizations that build the people's power to demand and achieve justice. We seed bold ideas, spark innovation, and take risks that others are not willing to take. We tell the truth, and in doing so we heal ourselves and facilitate healing in our communities.

## Funding Priorities

**iF's** vision of self-determination for Black people and people of the global majority calls for us to deepen our commitment to racial justice. The American status quo cannot be maintained if self-determination is the goal. Accordingly, moving forward, we will fund innovation (I), disruption (D), and systemic change(s) of the status quo, now coined **iF's** IDs.

In this era of backlash and the rollback of policies and practices designed to address historical harms, **iF** will double down on its commitment to dismantle the systems that produce and perpetuate the inequitable treatment of Black people and people of the global majority.

This is a shift. A necessary shift to actualize our vision. At this moment, when philanthropy is called to provide greater and longer-term resources, we are prioritizing funding efforts most strongly aligned with our IDs—Innovation, Disruption and systems change.

## Innovation

Constructing a new status quo based on novel and reclaimed memories, traditions, and wisdom of Black people and people of the global majority that center community well-being, cooperation, collectivity, and love. This work is in direct opposition to systems of oppression, namely anti-Blackness, structural racism, racial capitalism, imperialism, white supremacy, and cishetero-patriarchy.

- » Examples include efforts rooted in the Swahili principles of Ujima (collective work and responsibility) and Ujamaa (cooperative economics) that lead to community wealth building.

## Disruption

Interrupting and/or destroying the status quo by interfering with, dismantling and/or destroying systems of oppression, namely anti-Blackness, structural racism, racial capitalism, imperialism, white supremacy, and cishetero-patriarchy.

- » Examples include efforts rooted in community violence intervention or abolition and building systems of community safety and care.

## systems change

Reforming systems of oppression, namely anti-Blackness, structural racism, racial capitalism, imperialism, white supremacy, and cishetero-patriarchy to positively impact and change the material conditions of Black people and people of the global majority.

- We use a lowercase “s” to define systems change because we are not convinced that anti-Black systems can be changed.
- We consider systems change an intermediary intervention but not a viable pathway to racial justice.
  - » Examples include efforts countering the devastating impacts of metaracism, namely systemic containment, extraction, and/or punishment of Black people. Further examples include organizing, coalition or network building, development of policy recommendations, policy implementation and monitoring, and budget and policy analysis.

Organizations seeking funding from the Community Power grantmaking program should see their work reflected in one or more of **iF**'s IDs. You can find the **iF** IDs and a glossary of terms used [here](#).

## Participatory Grantmaking

**iF** uses a participatory grantmaking approach for our Community Power grantmaking program.

Participatory grantmaking cedes decision-making power about funding decisions – including the strategy and criteria behind those decisions – to the very communities that a foundation aims to serve. (Source: *Deciding Together: Shifting Power and Resources Through Participatory Grantmaking, Grantcraft*)

The committee making grant decisions will be composed of community members from the District of Columbia, Prince George’s and Montgomery Counties in Maryland, and Northern Virginia with lived experiences of racial injustices who are engaged in organizing and advocacy. **iF** staff members will also join the committee as non-voting members to support facilitation, notetaking and other needs.

## ELIGIBILITY

To be considered for funding, applicants must meet the following eligibility requirements:

- Overall work is in alignment with one or more of **iF**’s IDs:
  - » Innovation
  - » Disruption
  - » systems change
- Organizational commitment to racial justice
- Nonprofit organization with tax-exempt status under Section 501(c) (3) of the Internal Revenue Code OR have a fiscal sponsor at the time of application.
  - » **Note:** If selected for a grant, nonprofit organizations will need to confirm they are in “Good Standing” with their local state entity before being awarded the grant.
- Located and doing work in the Washington, D.C. metropolitan region:
  - » District of Columbia;
  - » Prince George’s County, Maryland;
  - » Montgomery County, Maryland; and/or
  - » Northern Virginia
  - » **Note:** National organizations and academic institutions may apply in partnership with community-based nonprofit groups serving as lead organizations/applicants.
- Black people and people of the global majority led and centered:
  - » Board must be composed of 50% or more Black people and people of the global majority.
  - » Staff must be led by and composed of 50% or more Black people and people of the global majority.

## GRANT AWARDS

Ten grants of \$75,000 yearly for three years will be awarded. Grants will primarily be for

general operating support.

## DEADLINE

Proposals are due on Monday, June 9, 2025 at 5:00 PM Eastern Standard Time.

## PROPOSAL GUIDELINES

Applicants should submit the following information.

### **First Page**

#### ■ Organization Information:

- » Name, address, telephone number and web address of organization
- » Email address and telephone number of Executive Director and/or lead contact
- » EIN Number
- » Tax Determination Letter
  - ★ If using a fiscal sponsor, provide their tax determination letter as well as the memorandum of agreement.
- » Narrative (Please limit the narrative section to one page.):
  - ★ Provide a description of how your organization advances racial justice through Innovation, Disruption and/or systems change, as defined by **iF**'s IDs, to achieve **iF**'s vision of Black and people of the global majority's self-determination.

### **Second Page**

- Provide the data showing the composition of the organization's staff and board on its own page. This data will be for the foundation's internal use and only to confirm that the organization is eligible. The foundation will not share this information externally. The individual organizational information will not be archived.

	Race/Ethnicity (add columns as needed)			Gender (add columns as needed)	Sexual Orientation/ LGBQIA+ (add columns as needed)
Please provide number of people (not %)					
Staff					
Board of Directors					

### **Third Page**

#### ■ Finances:

- » Please provide a summary of the organization budget for the current year, with key income and expense line items.
- » Provide the organization budget in one page, if possible.
- » If using a fiscal sponsor, provide the fiscal sponsor's organizational budget
- » Detailed project budget, if applicable

### **HOW TO APPLY**

Please see the proposal guidelines above and compile the required information.

Once your documents are ready, please click this [link](#) to access the online application:

Once you are on the website:

#### **For returning applicants\*:**

- Please click the "APPLY HERE" button.
- Enter your Username and Password to open the application.
- You will be asked to take an eligibility quiz before applying. If you do not meet the eligibility criteria, you will not be able to apply.

\*If a new person will apply for your organization this year, follow the steps below.

#### **For first time applicants:**

- Please click the "APPLY HERE" button.
- A new page will open.
- Please click the "Create New Account" button on the bottom left of the registration page.
- After creating the account, you will be asked to login again before you are able to enter your information and upload the documents.
- You will be asked to take an eligibility quiz before applying. If you do not meet the eligibility criteria you will not be able to apply.

If you have any questions or issues as you are completing the online application, please contact:

Kendra Allen (they/she), Program Officer, or Zahra Wardrick (they/he), Program Associate, at (202) 939-3390 or through email: [grants@iffdn.org](mailto:grants@iffdn.org)

The Foundation will translate proposals that are submitted in languages other than English into English.

If there is another way to submit the proposal that is more accessible to you, please contact us before the deadline of 5:00 PM Eastern Standard Time on June 9 to let us know.