



Health Equity

APPLICATIONS DUE: Friday, June 3, 2022, by 5:00 p.m. (Eastern Time)

The Florida Blue Foundation focuses its grant making on three Drivers of Health: Food Security, Mental Well-being, and Health Equity. This funding opportunity is focused on Health Equity.

Description of the 2022 Health Equity, Diversity, and Inclusion (HEDI) Grant Program

Background or Purpose

The Health Equity, Diversity, and Inclusion (HEDI) journey is not an easy path yet is critical to achieving better health for all – a core component of our mission and part of our values as a Foundation. It is our hope that communities across Florida continue to incorporate the values of non-bias and inclusion, not as an add-on to the way we work, do business, and live, but rather incorporate it in strategy and be committed to making HEDI our pathway to wellness and respect for all.

It is about acknowledging, embracing, supporting, and accepting those of all racial, sexual, gender, religious, and socioeconomic backgrounds, among other differentiators. And it is about demonstrating these values within the workplace as well as through business practices and engagement with the community.

Remember, “Inclusion is not about bringing people into what already exists; it is making a new space, a better space for everyone.” George Sefa Dei, Professor, University of Toronto

Goal: The Foundation seeks to fund up to three- or four-year Health Equity, Diversity, and Inclusion (HEDI) programs. The purpose of the program is to incorporate, operationalize, and execute an ongoing HEDI program as part of a nonprofit organization’s standard procedures/policies. The HEDI program should be designed to educate the organizations’ nonprofit boards, executives, volunteers, and staffs, and ultimately equip all of the aforementioned audiences to carry out unbiased governance practices, policies, and services to diverse populations and communities across Florida.

The Application

When completing the on-line application, please keep in mind that the Florida Blue Foundation is looking for nonprofit charitable organizations that are striving to create or enhance a HEDI

workplace where everyone feels valued and respected because of their differences – a place where every board member, volunteer, and employee can be themselves so they can reach their potential and help achieve their organizational goals as well as those of the communities they serve.

Funding

- The Florida Blue Foundation has approximately \$3.8 million for the funding of this program.
- The Foundation will fund up to three- or four-year grants. The approximate amount per grant is between \$90,000 to \$100,000 per year.

What We Will Support

1. Salaries, including benefits
2. Rental fees for program/meeting costs
3. Virtual or other types of media/technology
4. Program materials/equipment
5. Required travel related to this grant (e.g., attend Florida Blue Foundation's Annual Community Health Symposium and Sapphire Awards, any program orientations, etc.)
6. Training/educational materials
7. Printing and dissemination
8. Indirect costs – an amount up to but not to exceed 10% of the total grant amount. (Indirect costs represent the expenses of doing business that are not readily identified with a particular grant project function or activity but are necessary for the general operation of the organization and the conduct of activities it performs.)

What We Do Not Support

1. Organizations that discriminate in their provision of goods and services based on race, color, religion, national origin, disability, sex, age, gender identity or expression, sexual orientation, veteran status, or marital status
2. Organizations that do not have a 501(c)(3)
3. Research and development
4. Individuals
5. Capital campaigns
6. New start-ups
7. Profit making enterprises as applicants

Completing the Application

The Health Equity, Diversity, and Inclusion (HEDI) Milestone/Strategy Document is available to be downloaded. The completed document is to be uploaded to the application as an attachment.

Basic information – name of organization, program title, amount requested, etc. – will be requested within the application. Overall goal/purpose, populations served, objectives, actions, accountability, success measures and other details will be captured within the Health Equity, Diversity, and

Inclusion (HEDI) Milestone/Strategy Document. The information within this document will then be the basis for all reporting for the programs selected for funding.

Important Dates/Deadlines

- Application due date: **June 3, 2022, by 5:00 p.m.** (Eastern Time)
- Application Clarification Webinars

May 9, 2022, 1:00 p.m. – 2:00 p.m. (Eastern Time)

Please click the link below to join the webinar:

<https://zoom.us/j/92765096307?pwd=b05oQ2xVK28rSnJPMSt4dlhRcFRTUT09>

Passcode: 91312305

May 9, 2022, 2:30 p.m. – 3:30 p.m. (Eastern Time)

Please click the link below to join the webinar:

<https://zoom.us/j/98901829416?pwd=cWoxTHFJaHQ3NURBUkk4aE5OYIZmUT09>

Passcode: 72115712

- All applicants will be notified of their status on or before October 12, 2022.
- Required orientation for those awarded grants: October 2022.

Grantee Requirements

- Please be aware that should your program be selected for funding; the Florida Blue Foundation will disburse payments via ACH transactions and you will be required to provide requested banking information.
- Successful applicants should be prepared to attend a mandatory grantee orientation that is tentatively scheduled to take place in October 2022. Specific date, time, and location will be provided once confirmed.
- Successful applicants are requested to attend the Florida Blue Foundation's annual Community Health Symposium and Sapphire Awards each year for the life of the grant. Dates and locations will be provided once they are confirmed.
- When developing your budget, please include funds for each year of the grant to cover the required orientation (first year), the Community Health Symposium and Sapphire Awards (each year), and at least one Foundation meeting (subsequent years). Estimated cost: \$800 per person/per year.

Eligible Applicants

Nonprofit 501(c)(3) charitable organizations, public agencies, universities, colleges, training centers, community centers, schools, health care-related facilities, faith-based institutions, youth-serving organizations, and others that:

1. Are incorporated in Florida;
2. Have the capacity, expertise, resources, knowledge in the field and time needed to carry out the intent of the program;
3. Have expertise in delivering educational and awareness programs on targeted topics to targeted populations described in this application; and

4. Have expertise, capacity, and resources to develop and successfully execute a HEDI program.

[**CLICK HERE**](#) to access the online application for the Health Equity, Diversity, and Inclusion (HEDI) grant program.

Need Help?

The Foundation will host two application clarification webinars on the dates/times noted in the **Important Dates/Deadlines** section above. Questions also may be sent via email: floridabluefoundation@floridablue.com; or via phone: 1-800-477-3736, ext. 63215.