

We Build Community 2013-2014

FAQ

We Build Community 2013-2014 **A Capacity-Building Program for the** **National Coalition of South Asian Organizations**

What is *We Build Community 2013-2014*?

South Asian Americans Leading Together (SAALT) will be coordinating a capacity-building and skills-building program in 2013 to support, deepen, and strengthen the member organizations of the National Coalition of South Asian Organizations (NCSO).

When the NCSO was created in 2007, part of the vision was that SAALT, as the coordinator, would identify funding, resources, and trainings to support NCSO members. Over the years, this has occurred in a variety of ways such as through *We Build Community*, the *Advocates for Community Empowerment* project, the New York City collaborative project on racial and religious profiling, the National South Asian Summit, and others.

In 2013-2014, SAALT will be engaging in the second year of our *We Build Community* capacity building initiative. *We Build Community 2013-2014*, will support NCSO members to more effectively deepen their capacity and involvement in alliances and coalitions that connect South Asian American communities with broader movements for racial justice, immigration justice, gender justice, and/or LGBTQ justice.

How does *We Build Community* work?

We Build Community will provide sub-grants to five (5) NCSO members of \$10,000 each and trainings in order to strengthen their ability to engage more deeply in programs, partnerships, organizing, advocacy and mobilization related to effective coalition building and alliances around racial justice, immigration justice, gender justice, and/or LGBTQ justice. *We especially encourage organizations that work with LGBTIQ communities, or organizations that seek to work more closely with LGBTIQ communities to apply and to articulate your vision and plan for coalition-building.*

Why is capacity and infrastructure building the focus of *We Build Community*?

Since the founding of the NCSO in 2007, NCSO members have convened at two National South Asian Summits to share insights about challenges and identify needed resources. Time and again, capacity building has emerged as the key obstacle to meeting organizational goals. SAALT heard this need, developed *We Build Community* to help address this gap, and sought funding support from the Ford Foundation, Open Society Foundation, and the Proteus Fund, all national foundations who are interested in infrastructure and field-building among immigrant communities.

Capacity building is the ability of an organization to fulfill its mission in an effective manner. Many nonprofit organizations are small and possess limited resources, particularly when measured against the challenges and critical issues that they address. A capacity building initiative facilitates access to training and resources that will further enable an organization to effectively meet its mission, goals, and objectives and those of collaborative partnerships, alliances, and coalitions in which the organization participates.

Through *We Build Community*, organizations can direct the sub-grants they receive towards training, technical assistance, consultants, and planning related to areas such as: resource development; human resources; board development and management; member/volunteer management and supervision; program documentation, evaluation, and reporting systems; effective fiscal management; and development and maintenance of technology.

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Why is *We Build Community* focusing on racial justice, immigration justice, gender justice, and/or LGBTQ justice through effective coalition building and allyship?

Two key issues compound the problems facing South Asian communities in our country today: first, the ongoing discrimination and hate violence that community members face, which are compounded by multiple layers of identity (gender, sexual orientation, immigration status, and religious affiliation); and second, the lack of infrastructure and capacity of South Asian organizations to address these issues, as discussed above.

South Asians occupy a unique racial space in the United States. The “model minority myth” perpetuates the perception that our communities have new needs or concerns—masking tremendous disparities in terms of poverty and income levels, educational attainment, and language barriers facing community members—and creates an environment of racial bias towards South Asian Americans. September 11, 2001 was a pivotal moment for South Asian in the US, resulting in a significant and more visible shift away from the assumption of model minority toward racial target. In a post-9/11 environment, South Asian Americans have suffered unprecedented backlash, including hate crimes, profiling, employment discrimination, bias-based bullying, and other forms of harassment.

For many South Asians, racial injustice is underscored by the confluence of additional characteristics, such as religious faith, gender, immigration status, or sexual orientation. Nearly three-quarters of the South Asian community is foreign-born, and a growing number of South Asians are undocumented. As a result, anti-immigrant sentiment and immigration enforcement measures have serious impact on South Asian communities. Furthermore, many South Asians have long endured hate violence and discrimination due to their sexual orientation, gender identity and gender expression. These multiple layers of discrimination and oppression make it difficult for South Asians to exercise a range of rights – from reporting hate crimes to accessing services and care to reaching out to their own communities for support.

Allyship is important in understanding intersections of identities in our communities and more effectively addressing racial injustice. For example, immigration work is strengthened through awareness and engagement around LGBTQ issues and violence against women. LGBTQ work is strengthened through awareness and engagement around religion and gender. Faith-based work is strengthened through awareness and engagement around language access and public benefits. Domestic violence work is strengthened through awareness and engagement around workers’ rights and immigration. Though these are only a few examples, it is clear that allyship should be a multidirectional collaboration that bolsters all allies’ work.

Strengthening the work of South Asian organizations through allyship is of critical importance to addressing compounded injustices. Meaningful allyship can be expressed in a variety of ways, such as, learning and using appropriate terminology; applying an intersectional lens to an organization’s policies and work; partnering with organizations, community members, and other allies for coalition-building, shared communications strategies, trainings, and community projects; and other steps that reflect an intersectional analysis.

Through *We Build Community*, we hope that NCSO organizations with an interest in engaging more deeply around racial justice, immigration justice, gender justice, and/or LGBTQ justice through effective coalition building and allyship will be able to do so in order to bring more diverse and inclusive community voices and issues—reflective of the complex and interdependent intersections of identities in our communities—to the forefront.

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Who is eligible to apply to *We Build Community*?

Application to *We Build Community* is open to current NCSO members who have 501c3 status or a fiscal sponsor. If you are receiving this email via the NCSO listserv and you meet the organizational status requirement, your organization is eligible to apply. **Please do not forward this email to any other listservs or organizations.**

What makes an NSCO organization a strong candidate for *We Build Community*?

SAALT will be able to engage five (5) NCSO member organizations to participate in *We Build Community* in 2013-2014. Please consider applying if you have:

1. A commitment to addressing issues around racial justice, immigration justice, gender justice, and/or LGBTQ justice through effective coalition building and allyship. These can be reflected through a history of work on these issues and an interest in deepening this work as part of organization's strategic plan. This can be demonstrated in multiple ways. Women's rights or direct service organizations are encouraged to apply by identifying how your work addresses injustices in the above areas, and could be strengthened through participation in this initiative.
2. Strong interest in and feasible strategy for deepening your organization's work around racial justice, immigration justice, gender justice, and/or LGBTQ justice through effective coalition building and allyship. This work could include meaningful coalition building; or engaging in organizing of your members around particular advocacy actions; or broadening your communications ability to engage on these issues.
3. A specific organizational capacity-building need in an area such as resource development; human resources; board development and management; member/volunteer management and supervision; program documentation, evaluation, and reporting systems; effective fiscal management; communications; and development and maintenance of technology and can demonstrate how building this capacity would help in terms of deepening your work racial justice, immigration justice, gender justice, and/or LGBTQ justice through effective coalition building and allyship.

How can our organization demonstrate an interest in deepening work around racial justice, immigration justice, gender justice, and/or LGBTQ justice through effective coalition building and allyships, as noted in criteria #2 above?

1. Organizations must demonstrate an interest in and need for deepening coalition and ally work that is specific and appropriate to your mission, areas of work, and capacity.
2. Organizations must identify specific coalitions and allies they work with or intend to work with and which issues they collaboratively address.
3. Organizations must share a detailed strategy for the planning, implementation, and evaluation of #'s 1 and 2.

Some examples include:

- Instituting at your organization a paid policy fellowship or internship to support coalition or ally work.
- Developing your communications strategies for a coalition or ally campaign that documents community stories.
- Creating translated materials for a coalition project to reach new communities.
- Holding discussions and forums that bridge South Asian communities with non-South Asian communities to build greater understanding, respect, and theories for change.

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- Joining a state-based advocacy coalition and inserting the South Asian community's voices and experiences around LGBTQ justice issues.

These are just examples, and we encourage you to think of others that fit your organization.

How can our organization demonstrate a capacity-building need, as noted in criteria #3 above? Your capacity building need must be connected to the work you will do around racial justice, immigration justice, gender justice, and/or LGBTQ justice through effective coalition building and allyship. See below for some examples:

- Develop and implement communications strategies related to social media, e-newsletters, campaign outreach, op-ed placements, ethnic media, and so forth with the assistance of a consultant group which specializes in supporting small, young nonprofit organizations.
- Retain a grant writer to assist with grant writing to support collaborative work.
- Retain a consultant to train your Board of Directors around intersectional issues and board allyship.
- Purchase software to assist with volunteer management and retention or volunteer-led programs management to support collaborative work.

These are just examples, and we encourage you to think of others that fit your organization.

How can our organization allocate our sub-grant if we receive a *We Build Community* sub-grant?

You may allocate any percentage of the sub-grant towards each of the following:

1. Programming project: Your project that will deepen your work around racial justice, immigration justice, gender justice, and/or LGBTQ justice work through effective coalition building and allyship;
OR
2. Capacity building project: Your capacity building project, which must be connected to the work you will do around racial justice, immigration justice, gender justice, and/or LGBTQ justice through effective coalition building and allyship.

Regardless of how you allocate your sub-grant to each of your projects, you are responsible for completing your deliverables by the program deadline. For example, if you decide to allocate 100% of the sub-grant to your capacity building project, you are still committed to achieving deliverables for your programming project.

Portions of the sub-grant may be applied to staff salaries or fellow/intern stipends, staff salaries, consultants, e.g. trainers, grant writers, communications expert, translators, and other expenses such as supplies and travel, as long as the proposed spending meets the project requirements stipulated in this FAQ.

What are my obligations if my organization receives a *We Build Community* sub-grant?

Applicants for this funding must meet the expectations described below:

1. Two decision-makers to participate in the SAALT-sponsored convening focused on skills-building and training, cohort report-backs, and collaborative planning, to be hosted in the DC metro area on March 21-23, 2014 (tentative).
2. Two decision-makers to participate in quarterly remote training throughout the grant term. (Open to other staff and board, in addition to the two decision-makers).
3. Complete your approved programming and capacity building projects and by December 31, 2014.
4. Work with SAALT-sponsored consultants to identify and complete appropriate projects by April 30, 2015.

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5. Two decision-makers to attend South Asian Summit 2015 (April 2015, tentatively) convening of *We Build Community 2013-2014* cohort.
6. Implement and document a gender/LGBTQ intersectional lens at your office and in your work. (Cohort members will receive training around this at the convening).
7. Partner with an anchor organization (depending on the focus of your work and allyship) to complete one of the the following deliverables:
 - a. Draft and place at least one (1) joint op-ed in mainstream or ethnic print or online media focusing on racial justice, immigration justice, gender justice, and/or LGBTQ justice through effective coalition building and allyship.
 - b. Work on or support a project or campaign hosted by your anchor or a coalition that your anchor works with.
 - c. Provide an on-site (at your expense) or remote intersectional training for the anchor organization around an issue reflecting your organization's expertise that would benefit the community served by your the anchor organization.
8. Identify appropriate needs and work with SAALT-sponsored consultants on financial, communications, intersectional analysis, and/or other areas of support.
9. Participate in quarterly report back and support calls with SAALT and provide information as requested for these calls.
10. Share with SAALT the products used or distributed through the SAALT-funded project(s) including brochures, media, curricula, educational and outreach materials, or other items used in your project(s).
11. Develop and maintain a system to collect information that will document and measure the implementation of strategies.
12. Participate in the evaluation of *We Build Community*, including providing a narrative report and requested documentation and information to SAALT on the progress or your project(s).
13. Be willing to meet all terms and requirements in the grant agreement that will be signed before the program begins.

What is SAALT's role in relation to *We Build Community* sub-grantees?

SAALT's will meet the following expectations:

1. Host a pre-proposal informational conference call to provide space for applicants to ask questions and receive clarifications about this announcement, application requirements, and the application process.
2. Work closely with each organization within the cohort to help identify consultants and trainings for the capacity-building portion of the project.
3. Provide trainings and skills-building resources for the cohort through support calls and resources
4. Provide a sub-grant of \$10,000 in 2013-2014.
5. Host a SAALT-sponsored cohort convening on March 21-23, 2014, focused on skills-building and training, cohort report-backs, and collaborative planning.
6. Work in partnership with the NCSO and other allies, partners, coalitions, and alliances to amplify the cohorts' collective work addressing LGBTQ justice issues and allyship.

What is the deadline for applying to *We Build Community*?

Interested applicants should submit applications no later than **October 14, 2013**. Proposals may be submitted as a [single PDF document](#) by email to kai@saalt.org with the subject line "We Build Community 2013-2014 Application."

SAALT is offering a pre-proposal informational conference call for all interested applicants. This will be an opportunity to ask questions and receive clarifications about this announcement, the application requirements, and the application process. The call will occur on **September 19, 2013 at 12PM ET**.

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What is the *We Build Community* grant period?

The grant period for *We Build Community* will extend from November 1, 2013 through December 31, 2014.

What is the timeline for *We Build Community*?

Event	Deadline
Pre-proposal informational call	September 19, 12PM ET
Applications due	October 14, 2013
Announcement of selections	October 25, 2013
Grant materials and agreement finalized	October 31, 2013
Grant period begins	November 1, 2013
First grant disbursement	December 2013
Report back and technical assistance call	Q1 2014
3-day training in DC metro area	March 21-23, 2014 (tentative)
Q2 report back and technical assistance call	Q2 2014
Q2 remote training/webinar	Q2 2014
Second grant disbursement	June 2014
Q3 report back and technical assistance call	Q3 2014
Q3 remote training/webinar	Q3 2014
Q4 report back and technical assistance call	Q4 2014
Q4 remote training/webinar	Q4 2014
Grant period ends: Programming and capacity building projects completed	December 31, 2014
Project reporting and evaluation materials due	January 31, 2015
<i>We Build Community</i> evaluation due	January 31, 2015
National South Asian Summit 2015 convening of WBC cohort	April 2015 (tentative)
Complete SAALT-sponsored consultant projects	April 31, 2015