



## **COMMUNITY NEEDS ENDOWMENT FUND GRANTMAKING PRIORITY, AIMS, AND GUIDELINES**

### **COMMUNITY NEEDS ENDOWMENT FUND**

When donors make an unrestricted gift to the Community Needs Endowment Fund at the Jackson Community Foundation (JCF), they recognize that JCF can address ever-changing community needs (including future needs that often cannot be anticipated at the time the gift is made). **JCF evaluates all aspects of community wellbeing, and the flexibility of unrestricted gifts enables JCF's program experts to respond to the community's most pressing needs — today and tomorrow.**

In addition to building on JCF's capacity to respond to the immediate needs of its community, the Community Needs Endowment Fund also allows JCF to be proactive in its ongoing mission to advance diversity, equity, and inclusion in Jackson County. JCF recognizes that embracing diversity, encouraging inclusion, and promoting equity are critical to ensuring the wellbeing of those living in our community. **As such, JCF only supports programs, services, and/or systems change initiatives that provide opportunities for learning, action, and advocacy aimed at advancing diversity, equity, and inclusion in Jackson County.**

### **GRANTMAKING PRIORITY**

**The JCF Grant Committee prioritizes funding for programs, services, and systems change initiatives that provide opportunities for learning, action, and advocacy aimed at advancing diversity, equity, and inclusion in Jackson County.**

### **GRANTMAKING AIMS**

To achieve this priority, JCF funds initiatives that take a targeted approach to strengthening the Jackson community by focusing on one of the following Aims, commonly known as objectives.

#### **Aim: We Reach our Full Potential**

Aim Description: JCF envisions our community as a place where all people have the opportunity and tools necessary to succeed along the education continuum; where all children have a chance for learning, growth, and development; where all parents are equipped with the skills and competencies, they need to help their children succeed at school; and where adults have the chance to seek educational opportunities and pursue career success.

Grantmaking Goals: JCF funds programs, services, and systems-change initiatives that seek to give members of our community the skills and agency to grow, with the overall goal of 60 % of our community residents achieving a postsecondary education including valuable credentials and ultimately at a living wage.

**Aim: We Are Safe**

Aim Description: JCF envisions our community as a place that offers safety and justice for all people, all neighborhoods, and the overall community.

Grantmaking Goals: JCF funds organizations seeking to reduce the rate of crime and violence in Jackson County. JCF seeks initiatives that focus on improving trust between public safety agencies and the communities that they serve through thoughtful advocacy and by ensuring that public safety services benefit the most vulnerable members of our community. JCF is also committed to increasing equity within the local justice system by funding projects aimed at increasing access to legal services. Lastly, JCF recognizes that a variety of organizations contribute to the overall safety of our community and, as such, funds initiatives that increase safety and justice within our community that are not necessarily directly connected to public safety services and/or the legal system.

**Aim: We are Healthy**

Aim Description: JCF wants Jackson County to be a place where all people have access to health-related care and resources, as well as opportunities to learn the information and skills necessary to lead healthy lives. JCF also recognizes that the health of our natural environment is an important component of ensuring our community's overall wellness.

Grantmaking Goals: JCF funds efforts focused on physical, emotional, behavioral, and mental health, in addition to trauma and crisis interventions. JCF encourages organizations to collaborate with existing community-wide action plans to address the specific health needs of Jackson County residents. In addition to programming and services, JCF is committed to funding initiatives focused on removing the barriers within the healthcare system that prevent people from getting the care and attention that they need. Lastly, JCF values projects that focus on initiating practices, policies, and procedures that protect our natural resources and the environment for the benefit of all people.

**Aim: Our Basic Needs Are Met**

Aim Description: JCF envisions our community as a place where all people have equitable access to basic necessities for living.









Grantmaking Goal: JCF funds programs, services, and systems-change initiatives that provide food, shelter, clothing, safe water, and other necessities for people and animals living in our community. Successful grantees not only address the immediate needs of those living in our community, but also seek to attack the causes generating the needs and prevent these problems before they start. JCF seeks projects that make the service systems easier to navigate. Organizations are encouraged to communicate and collaborate with other community organizations to broaden their collective reach.

## **Aim: We Live in a Socially Just Community**

Aim Description: JCF's goal is to dismantle the root causes of racism (not simply to address the symptoms of racism) in Jackson County.








Grantmaking Goal: JCF seeks to permanently alter the conditions that have become embedded in local policies and practices that have resulted in racist barriers, the ultimate goal being to end racism in Jackson County. JCF is committed to funding initiatives designed to influence systems-level changes that sustainably address racial inequities faced by ethnic minorities living in Jackson County.

### **Paths to Achieving JCF Aims**

-  Arts, Culture & Shared Experiences
-  Education Readiness & Success for All
-  Financially Strong Individuals & Families
-  Civil, Social & Legal Systemic Change
-  Organizational Capacity Building
-  Youth Development
-  Environmental Quality, Protection & Beautification
-  Physical, Emotional & Mental Health

## **GRANTMAKING GUIDELINES**

### **JCF DOES NOT Fund**

-  Individuals
-  Debt reduction or agency endowments
-  Sectarian organizations for religious purposes
-  Any programs, goods or services funded through taxpayer dollars
-  For-profit organizations
-  Partisan political activities
-  Sponsorship of fundraising events

# ABOUT THE JACKSON COMMUNITY FOUNDATION

## **Pledge to the Community**

*We commit to collaborate with our donors and community leadership to create powerful, long-term positive impact together.*

## **Mission**

*We connect people and resources to causes that strengthen and build our community. For Jackson. For good. For ever.*


## **Vision**

*A thriving community where all people have the opportunity to reach their fullest potential.*


## **Values**

-  Act with **Integrity & Transparency**
-  Embrace **Diversity & Inclusion**
-  Advance **Equity**
-  Inspire **Collaboration, Partnerships & Collective Impact**

## **The Impact of Our Values on Grantmaking**


-  Act with **Integrity & Transparency** – JCF builds and preserves public trust through honest and visible leadership, as well as engaging in meaningful conversations with those struggling most within our community. JCF strives to be open and forthright within the organization, as well as with donors, grantees, and the Jackson community.

In our grantmaking, staff members serve as non-voting members of the Grant Committee. JCF staff serve as liaisons between the Grant Committee and grant applicants, answering questions, providing information regarding the grantmaking process, and reporting on the results of grant rounds.


-  Embrace **Diversity & Inclusion** – JCF leads by example and uses our position in the community to promote a greater understanding and use of policies and practices that advance diversity and inclusion to create a greater sense of belonging for all people. JCF understands that the diversity of Jackson County’s population is a defining element of our community and should be considered and leveraged as one of the community’s greatest strengths. JCF endeavors to practice and champion inclusion by honoring the voices of people of different cultures, genders, abilities, sexual orientations, ages, and life experiences (see Glossary of Terms for detailed definitions).

In its ongoing effort to embrace diversity and inclusion, JCF actively and deliberately recruits diverse community members to serve on the Grant Committee. Each member of the Grant Committee brings his/her/their own unique perspective, strengths, and voice to the grantmaking process. JCF provides each member of the Grant Committee with an initial orientation, as well as continuous learning opportunities, to ensure dynamic

conversations, thoughtful and accountable decision-making, and strong funding recommendations for the JCF Board of Trustees. JCF actively and deliberately seeks grant proposals from organizations that are led by diverse teams and serve diverse populations and have a practice of inclusion.

-  Advance **Equity** – JCF firmly believes that the diversity of Jackson County is one of its greatest strengths. JCF recognizes that, to truly build on this strength, there must be a sense of connection between members of the Jackson community (in other words, a sense that our community is greater than the sum of its diverse parts). This sense of connection can only exist in an environment where everyone feels respected, accepted, and treated with dignity. JCF strives to advance equity by promoting policies and practices, both internally and externally, to dismantle and rebuild the systems that have created disparities within Jackson County. Our work is to use the wisdom of community to reimagine a society that works for the benefit of all (see Glossary of Terms for a detailed description).

JCF knows that including diverse voices to inform and better its grantmaking process is critical to understanding the root causes of the inequities that exist in Jackson County. JCF invests in programs, services, and/or systems change efforts that authentically engage the voices of those that said efforts are designed to serve. JCF also encourages grant applicants to thoughtfully utilize disaggregated data to show the scope of the anticipated impact. JCF is uniquely qualified to build and design new solutions in partnership with grantees and other members of the community to reimagine and redesign systems that work for the benefit of all people.

-  Inspire **Collaboration, Partnerships & Collective Impact** – JCF values the transformative power of collaboration, partnerships, and Collective Impact. By working together on mutual interests, we have the capacity to create more positive and lasting outcomes for the Jackson community (see Glossary of Terms for a detailed description).

JCF's Grant Committee works to identify and understand the redundancies of programs and services that presently exist within our community. JCF believes that, at least in some instances, these redundancies are opportunities for collaboration and, in turn, greater impact on the community. JCF believes that by working together, we are more likely to make substantive changes to the systems, policies, and mindsets that prevent the advancement of equity in Jackson County.





## GLOSSARY OF TERMS

**Diversity:** Diversity includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another. While diversity is often used in reference to race, ethnicity, and gender, we embrace a broader definition of diversity that also includes age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. Our definition also includes diversity of thought: ideas, perspectives, and values. We also recognize that individuals affiliate with multiple identities. \*


**Equity:** Equity is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. Improving equity involves increasing justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society. \*

**Inclusion:** Inclusion is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people. It's important to note that while an inclusive group is by definition diverse, a diverse group isn't always inclusive. Increasingly, recognition of unconscious or implicit bias helps organizations to be deliberate about addressing issues of inclusiveness. \*

**Racism:** Race Prejudice + Misuse of Power by Systems and Institutions = RACISM \*\*

-  We need a common definition of and a common analysis of racism if we want to work on solutions to racism.
-  Racism is not the same thing as individual race prejudice and bigotry. All people are racially prejudiced (regardless of racial/ethnic identity). It is part of the air we breathe. It is socialized into every person.
-  Racism is more than race prejudice. It is more than individual attitudes and actions. Racism is the collective actions of a dominant racial group.
-  Systemic power turns race prejudice into racism. Racial prejudice becomes racism when one group's racial prejudices are enforced by the systems and institutions of a society, giving power and privilege based on skin color to the group in power, and limiting the power and privilege of the racial groups that are not in power. \*\*

**Collective Impact:** Too many organizations are working in isolation from one another. Collective Impact brings people together, in a structured way, to achieve social change. \*\*\*

-  It starts with a **common agenda**. That means coming together to collectively define the problem and create a shared vision to solve it.

- 🌱 It establishes **shared measurement**. That means agreeing to track progress in the same way, which allows for continuous improvement. In our community, we begin to understand our priorities by understanding the data about our community’s residents. <https://www.jacksoncollaborativenetwork.org/shared-measurement-system>
- 🌱 It fosters **mutually reinforcing activities**. That means coordinating collective efforts to maximize the end result.
- 🌱 It encourages **continuous communication**. That means building trust and relationships among all participants.
- 🌱 And it has a **strong backbone**. That means having a team dedicated to orchestrating the work of the group. In our community the Jackson Collaborative Network serves as the backbone to our Collective Impact work. \*\*\*

\* The definitions of diversity, equity and inclusion were adopted from Independent Sector, a national membership organization that brings together a diverse community of changemakers at nonprofits, foundations, and corporate giving programs working to strengthen civil society and ensure all people in the United States thrive.

\*\* The definition of racism was adopted from Crossroads and ERACCE (Eliminating Racism & Creating/ Celebrating Equity) a Michigan nonprofit that exists to eliminate structural racism and create a network of equitable Antiracist institutions and communities.

\*\*\* The definition of Collective Impact was adopted from the Collective Impact Forum, an initiative of FSG and the Aspen Institute Forum for Community Solutions. It is the place to find the tools and training that can help achieve success. It’s an expanding network of like-minded individuals coming together from across sectors to share useful experience and knowledge and thereby accelerating the effectiveness, and further adoption, of the collective impact approach as a whole.

RECOMMENDED BY:	GRANT COMMITTEE
RECOMMENDATION DATE:	SEPTEMBER 16, 2021
APPROVED BY:	BOARD OF TRUSTEES
APPROVAL DATE:	OCTOBER 28, 2021
NEXT REVIEW DATE:	SEPTEMBER 2023
REQUIRED BY NATIONAL STANDARDS:	YES



For Jackson. For good. For ever.