

Status: Awarded

Change Request

Call Name: 2024 Round 2

Application Deadline: 2024-08-30

Introduction

unding

Responsive Grants: Round 2

Application Opens: Monday, July 15, 2024

Application Closes: Friday, August 30, 2024 at 1:00 p.m. EDT

Decisions On/After: December 6, 2024

esponsive Grants At-A-Glance

- Grants are for general operating support.
- The max request is \$50,000.
- TIF grants cannot exceed 1/3 of the organization's annual operating budget.
- Organization must be located in Medical and a second presidents.
- Organizations are eligible for one TIF responsive grant per year. (Organizations may apply for grants from other funds [Libration, Cammer Feature regramme and, etc.] within the same calendar year.)
- Grants are made to organizations, not individuals.
- Grants will not be made to organizations or projects that discriminate based on race, ethnicity, age, gender or sexual orientation; to political campaigns or direct lobbying efforts by 501(c)3 organizations; for post-event or debt retirement; or to projects aimed at promoting a particular religion.
- Proposals must be submitted through the deadline. Late proposals will not be considered.

Applications will be assessed for alignment to our strategic plan and using Equity Framework. Visit our website to read our strategic plan and to learn more about The Equity Framework. In general, we preference organizations and programs that:

- Focus on root causes and not symptoms of racial inequity
- Support efforts that address and seek to eliminate disparities



- Focus on addressing systems-level reforms rather than 'one-off' programs
- Serve high percentages of underappreciated, marginalized populations with quality, comprehensive programming with a sharpened focus on outcomes
- Are designed with and endorsed by community stakeholders, including residents and/or those being served by project
- Include a feedback mechanism for residents and/or populations served to inform programming design and delivery
- Possess organizational and board leadership that are representative and incorporative of populations served

Applicants are strongly encouraged to discuss their ideas and alignment with their community leadership officer before submitting a proposal.

Organization Information

ь.	rahaakina thia hax	I affirm that I have	. mada aantaat with m	y respective Community	1 andership Officer
В١	/ CHECKING THIS DOX	i annun mari nave	made confact with m	v respective Commitmix	/ Leanersoin Concer
$\mathbf{-}$		i aiiiiiii tiiat i ilavo	THE THE TENT OF THE TENT	V 100000tive Committee	Leader or the Criticer

See a list of Community Leadership Officers here.

Yes

By check this box, I affirm that I have updated my organizational profile and that all of the information provided is accurate and up-to-date.

To update your organization profile, save your application and choose Organization Profile in the Menu at the top of the portal.

Yes

By checking this box, I affirm that I have reviewed the Grantseekers Guidebook and	
Tournation Equity 1 ramonon	
Grantseeker's Guidebook The maranapener canadian Equity Framework	
Yes	

Organization Name:

Organization EIN:



Annual Organization

Budget:

Applicant Name: Vanessy Cortes

Applicant Title: Development Coordinator

Applicant Email:

Applicant Day-time

Phone:

Summary

Proposal Title

Stabilizing BIPOC Families: Equitable Follow-up Care After Homelessness

Amount Requested

The maximum request for **Exercise 5.5** is \$50,000. The amount requested should not exceed 30% of your organization's board-approved budget for the current fiscal/calendar year.

\$50,000.00

Grant Cycle

Start Date: Tuesday, December 3, 2024 End Date: Wednesday, December 3, 2025 Report Date: Friday, January 30, 2026

Organizations are eligible to apply for a new grant after their grant end date and after they have submitted a

report. Grant cycles cannot be shortened.

Primary Impact Area

Homelessness

Are you serving specific zip codes in Marion County?

No

May we have your permission to share this information with other Donor Advised Funds held at The Indianapolis Foundation?

Yes





Please select the CICF-affiliated staff member that you have been in contact with regarding this proposal.

If you have not been in contact with any listed staff member, please select "Not Applicable"

Ben Tebbe

Narrative

Proposal Narrative

Your organization's commitment to racial and economic equity should be articulated throughout all reponses.



and if so, how?

2024-13522 Stabilizing BIPOC Families: Equitable Follow-up Care After Homelessness

Tell us the story of your organization: why you started, what community need(s) you're responding to, and what learning informed/informs the development of your programs and services. How do race and economic status intersect in this work? was founded with a heartfelt mission: to provide a loving haven for families facing the unimaginable challenges of homelessness. Our journey began in when a group of compassionate church community members recognized that families with children were the fastest-growing segment of the homeless population in Marion County. These families, often overlooked and marginalized, needed more than just a temporary place to stay—they needed comprehensive support to rebuild their lives. From the very beginning, we understood that homelessness is not just a housing issue. It is deeply intertwined with systemic racial and economic inequalities that disproportionately impact BIPOC families. Many of these families are caught in a cycle of poverty, exacerbated by historical and ongoing racial we believe that addressing homelessness requires acknowledging and discrimination. At addressing these intersecting challenges. Our case managers work tirelessly to provide culturally responsive support, linking BIPOC families with resources that are often out of reach in the mainstream system, such as trauma-informed counseling services, financial literacy workshops tailored to their needs, and educational support for children in underresourced schools. we believe in the power of community and the importance of lifting each other up. We know that our work is more than just providing shelter; it's about restoring dignity, empowering families, and creating a future where race and economic status do not determine a family's ability to thrive. Our story is one of love, resilience, and an unwavering commitment to equity—because every family deserves a chance to succeed, no matter their background or circumstances. has grown into a comprehensive service agency offering a continuum Since our founding. of care, including our Emergency Shelter Program, Case Management, Children's Services program, and Follow-up Care. These programs are designed to empower families and their children with the strength, skills, and resources to break the cycle of poverty and achieve lasting stability. Our work is grounded in the belief that by addressing the unique challenges faced by BIPOC families and advocating for equity, we can help build a community where all families have the opportunity to thrive. At Dayspring Center, we are committed to creating a future where love, compassion, and justice guide every action. How does your organization work to increase racial equity? Does your organization address systems change,

Racial Equity: To achieve racial equity, a person's race will not have an impact on their ability to access opportunities, move through society, or their future.

System Change: Work that targets the root causes or fundamental reasons that create social issues instead



of addressing the issue itself through direct service. It aims to alter or shift underlying structures such as policies, mindsets, and power dynamics, in order to create a new system with equitable outcomes.

At our commitment to increasing racial equity is central to our mission of supporting BIPOC families experiencing homelessness. Recognizing that racial disparities significantly impact access to opportunities and services, we ensure that our organizational practices and programming are designed to be inclusive, equitable, and reflective of the communities we serve.

Racial Equity Efforts

- 1.Diverse Staffing: Our staff and leadership reflect the racial and ethnic diversity of the families we serve. This diversity fosters an environment where our clients feel seen, understood, and supported by individuals who share similar experiences and cultural backgrounds. By employing African American, Latinx, and other people of color, we create a more relatable and trusted support system for our families.
- 2.Language Access: To remove barriers to accessing services, we offer support in multiple languages, including English, Spanish, and American Sign Language (ASL). We also partner with translation services to accommodate additional languages, ensuring that language is not a barrier to receiving help.
- 3.Cultural Competency: We continuously work to increase our staff's cultural competence through training and education, equipping them to recognize and address the unique challenges faced by BIPOC families. This commitment helps us provide more effective, culturally sensitive services that meet the specific needs of our clients.

Addressing Systemic Change

1.Advocacy and Collaboration: collaborates with community partners, including the Continuum of Care (CoC) and Children's Health Insurance Program(CHIP), to advocate for systemic changes that address the root causes of racial inequity in homelessness. Through these partnerships, we work to influence policies and practices at the local level that perpetuate racial disparities.

- 2.Data-Driven Approach: We utilize data collected through HMIS to identify and address racial disparities in the outcomes of our services. By tracking this data, we can pinpoint areas where systemic inequities exist and work to address them through targeted interventions and policy advocacy.
- 3.Community Engagement: We actively engage with the communities we serve, seeking input and feedback to inform our programs and services. This ensures that our efforts to address racial equity are not just top-down but are driven by the needs and experiences of the community members themselves.

By focusing on these areas, not only addresses immediate needs but also works to create long-term, systemic change that promotes racial equity and improves outcomes for all families in Indiana.





How does your organization ensure language is not a barrier for community members to engage in programs and services? What language(s), other than English, are supported and how?

At we're deeply committed to ensuring that language isn't a barrier for families seeking our support. We know how vital it is to create an environment where everyone feels welcome and understood, so we've taken several thoughtful steps to make this happen.

One key element of our approach is our diverse team. We proudly employ many individuals from various backgrounds, including African American and Latinx staff members. This diversity helps us reflect the community we serve and fosters a welcoming atmosphere where every family feels at home.

We also offer our services in multiple languages, including English, Spanish, and American Sign Language (ASL). By providing these options, we ensure that families who speak different languages can fully participate in and benefit from our programs. This multilingual approach is central to our mission of inclusivity.

To further support our diverse community, we've partnered with professional translation services. These partnerships help us remove any additional language barriers and ensure that all communications are clear and accessible. Our goal is for every family to understand and connect with the support we offer, regardless of their language.

Through these initiatives,	underscores its dedication to inclusivity and	d accessibility. We
believe that every family de	eserves to receive the support they need, and we work dilige	ntly to make sure
that language is never a ba	arrier to accessing our services at	





Goals

Goal

Increase Housing Stability: By the end of the grant period, increase housing stability for families in the Follow-Up Care Program by 20%, as measured by the number of families maintaining permanent housing for at least six months postshelter. This goal directly supports the Continuum of Care's broader initiative to reduce Black homelessness in Indianapolis by 35% by 2025, focusing on sustained, equitable housing outcomes.

Expand Access to Resources: Ensure that 90% of families in the Follow-Up Care Program are connected to at least three community resources (e.g., employment services, mental health support) within three months of program entry, addressing systemic barriers to stability and success.

Enhance Cultural Competency: Provide at least two cultural competency training sessions for staff, focusing on traumainformed care and racial equity, by the end of the grant period. This goal aligns with the Indianapolis Foundation's Equity Framework, ensuring that services are equitable, relevant, and culturally sensitive.



Why are the S.M.A.R.T.I.E. goal(s) you described above your goal(s) for the grant period? Who and/or what informed the development of your S.M.A.R.T.I.E. goals?

Examples of "who" might include board members, residents, and clients. Examples of "what" may include the organization's strategic plan, results from a survey, or a research study.

The S.M.A.R.T.I.E. goals outlined for during this grant period were informed by the organization's commitment to addressing systemic racial inequities and improving outcomes for marginalized families, particularly Black families. The Continuum of Care's shared goal to reduce Black homelessness by 35% by 2025 significantly shaped our focus on housing stability and resource access, ensuring these objectives are measurable and impactful. Additionally, feedback from residents, staff, and community partners, as well as alignment with The Indianapolis Foundation's Equity Framework, guided the development of these goals to ensure they are inclusive and culturally competent.

What strategies will you prioritize and employ to achieve the S.M.A.R.T.I.E. goals you described above during the grant period?

Advocacy/Policy: Work and action toward a specific cause to increase awareness with a goal to create a new law or policy.

Community Investment: BIPOC residents joining together in decision-making structures to proactively and effectively attract and infuse social and financial capital supporting the continued development of their communities.

Community Organizing: The collective power of diverse BIPOC residents responsible for deploying inclusive strategies to disrupt status quo systems and influence policies affecting their lives and communities. **Direct Service**: Meeting and or responding to immediate community needs. Typically, a once-off or short term service.

Infrastructure Development: The advancement of BIPOC-led entities through equitable access to diverse infrastructure building resources.

Narrative Work: The social process of storytelling about one's community to change how that community is viewed by larger society. It is a way to shift power and own one's own truth.

Resident Leadership: Diverse BIPOC leaders embrace agency, shared power, and authentic relationships as they forge collective movements to advocate for and achieve the desired results on behalf of their communities.

Community Investment, Community Organizing, Infrastructure Building, Resident Leadership

Please indicate any additional priority strategies your organization employs.

Direct Service: Responding to immediate community needs with impactful support.





How will you utilize each strategy you selected to achieve your S.M.A.R.T.I.E. goals? To achieve our S.M.A.R.T.I.E. goals, we will employ targeted strategies that align with our mission to advance equity and improve outcomes for our families.

For the goal of increasing housing stability: We will work closely with our partners in the Continuum of Care (CoC) and utilize the Homeless Management Information System (HMIS) to monitor progress, track outcomes, and ensure that families are maintaining permanent housing. We will also focus on providing personalized support through case management to address any barriers that may arise.

To expand access to resources: Our strategy involves strengthening partnerships with local organizations that provide employment services, mental health support, and other vital resources. We will connect families to these services early in the Follow-Up Care Program to ensure they receive comprehensive support. By leveraging our community network, we aim to ensure that 90% of families are connected to at least three community resources within the first three months of program entry.

To enhance cultural competency: We will organize at least two training sessions focused on traumainformed care and racial equity, ensuring that our staff is equipped to meet the diverse needs of our families. These sessions will also foster a more inclusive and empathetic environment, enabling us to provide even more effective and compassionate support.

Describe what resources you will utilize to (a) implement your activities during the grant period and (b) sustain your activities beyond the grant period.

Resources may include staff, board, volunteers, money, tools, physical space, etc.

- (a) To implement our activities during the grant period, we will leverage a combination of staff expertise, community partnerships, and technological resources. Our skilled case management team will be at the forefront, providing personalized support to families. We will collaborate with local service providers to ensure access to essential resources, and the Homeless Management Information System (HMIS) will be crucial for tracking progress and measuring outcomes. The financial support from this grant will fund cultural competency training and bolster our staff's efforts to achieve housing stability and resource access goals.
- (b) To sustain these activities beyond the grant period, we will prioritize the long-term development and retention of our internal team by investing in continuous training and professional growth. We will also cultivate a robust network of community partners, enhancing our capacity to deliver comprehensive support to families. Additionally, we plan to diversify our funding sources through grants, donor engagement, and fundraising initiatives to ensure a steady stream of financial resources. Our commitment to fostering a culture of equity and inclusion will be embedded in our organizational practices, creating a sustainable model that continues to advance our mission well into the future. Through these efforts, we aim to build lasting resilience within our organization and the communities we serve, ensuring that our programs have a lasting impact on families in need.





How do you plan to measure progress and track data on your S.M.A.R.T.I.E goals? Consider both quantitative (numerical) and qualitative (personal stories) as data to measure progress.

To effectively measure progress and track data on our S.M.A.R.T.I.E goals, we will employ a comprehensive approach that combines quantitative and qualitative data collection methods.

Quantitative Data:

- Housing Stability: Utilize the Homeless Management Information System (HMIS) to track the number of families maintaining permanent housing for at least six months post-shelter.
- Resource Access: Record the number and type of community resources connected with by families within three months.
- Cultural Competency: Track the number of staff members participating in training sessions and measure changes in cultural competency through pre- and post-assessment surveys.

Qualitative Data:

- Client Satisfaction Surveys: Administer surveys to gather feedback on program experiences, satisfaction levels, and perceived impact.
- Focus Groups: Conduct focus groups with families and staff to gain in-depth insights into program effectiveness and areas for improvement.
- Case Studies: Collect and analyze case studies to highlight success stories and identify common challenges and best practices.

By combining these data collection methods, we will gain a comprehensive understanding of our progress towards achieving our S.M.A.R.T.I.E goals.



How does your organization authentically engage with the community you serve? How is the community feedback and voice incorporated into your programs, services, and the organization overall?

At we believe that authentic engagement with the community is essential for creating lasting change and ensuring that our services are responsive to the diverse needs of the families we serve. We strive to foster a collaborative and inclusive environment where community members feel valued, empowered, and actively involved in shaping our organization.

Here's how we prioritize authentic community engagement:

- 1. Community-Led Initiatives: We empower community members to identify and address their most pressing needs. By giving them a voice in shaping our programs, we ensure they are relevant and impactful.
- 2. Diverse Representation: Our staff and leadership reflect the community we serve, promoting trust and understanding. This diversity fosters a sense of belonging and ensures that our services are culturally responsive.
- 3. Culturally Responsive Practices: We implement culturally responsive practices that acknowledge and respect the unique experiences and perspectives of BIPOC families. This includes providing culturally-relevant resources, training staff on cultural competency, and partnering with community-based organizations that serve BIPOC populations.
- 4. Systemic Change Advocacy: We advocate for systemic changes that address the root causes of homelessness and racial inequity. By working with policymakers and community leaders, we strive to create a more equitable and just society for all.
- 5. Data-Driven Decision Making: We utilize data to identify disparities and inform our program development and implementation. This ensures that our efforts are targeted and effective in addressing the needs of the most marginalized populations.
- 6. Community Partnerships: We collaborate with community-based organizations that share our commitment to equity and social justice. These partnerships allow us to leverage resources, expand our reach, and create stronger support networks for families.

By centering equity in our community engagement efforts, we strive to create a more just and equitable community where all individuals have the opportunity to thrive.





Authentic partnerships that are meaningful and intentional are critical in the work to dismantle systemic racism and create racial equity. If applicable, please describe one (1) to three (3) authentic partnerships your organization holds with individuals or organizations. Authentic partnership could include thought partnership, utilize building space, co-development of programming, and/or connect our clients to their services.

If your organization does not have authentic partnerships at this time, please describe hesitations or barriers to this type of partnership.

Authentic Partnership: Partnerships that are meaningful and intentional that center diversity, integrity, and truth where one's lived experiences are integral to solutions. If your organization does not have authentic partnerships at this time, please describe hesitations or barriers to this type of partnership.

We believe that strong partnerships are essential for creating lasting change and ensuring that our services are responsive to the needs of the families, especially BIPOC families, we serve. has cultivated collaborative relationships with several organizations that share our commitment to equity and social justice.

Here are three examples of our authentic partnerships:

- 1. Partnership with Brightlane Tutoring: We collaborate with Brightlane Learning to provide academic support and tutoring services to children in our programs. This partnership leverages Brightlane Learning's expertise in education and helps children achieve academic success.
- 2. Partnership with CHIP (Children's Health Insurance Program): We work closely with CHIP to provide health screenings, referrals, and case management services to children in our care. This partnership ensures that our clients and their families have access to essential healthcare services and addresses their physical and mental health needs.
- 3.Partnership with the CoC (Continuum of Care): We collaborate with the CoC to coordinate homelessness services and advocate for policy changes. This partnership helps to ensure that families have access to a continuum of care and that the system is working effectively to address homelessness.

These partnerships are built on mutual respect, shared values, and a commitment to equity. They allow us to leverage resources, expand our reach, and provide more comprehensive support to families.





OPTIONAL: Please list partnership.	tners you hope to work with, why, and what steps you are taking to build a
and community building,	Up Care Program and align with the Indianapolis Foundation's focus on equity is pursuing strategic partnerships with and and and ons will enhance our ability to serve diverse families and address key social
will allow us to provide conchallenges related to land leadership to est workforce development,	ana's leading organization serving the Latinx community. Partnering with turally relevant resources and support to our Latinx families, who often face uage barriers and immigration status. We are initiating conversations with blish a formal referral system, ensuring our families have access to education, and health services tailored to their needs. Additionally, we plan to collaborate on arkshops focused on job readiness and health, further integrating Up Care Program.
education, and economic and nutrition education is with less less and community gardens	ated to promoting self-reliance and improving quality of life through urban farming, development. By partnering with we aim to integrate food security of our program, addressing critical health needs for our families. We are engaging ership to explore how our families can benefit from their urban farming initiatives. This partnership will provide access to fresh produce, nutrition workshops, and tunities, empowering our families to achieve long-term stability.
These partnerships with ensuring that the families thrive.	and are key to enhancing our Follow-Up Care Program, we serve have the culturally relevant support and opportunities they need to





belonging and mutual support.

2024-13522 Stabilizing BIPOC Families: Equitable Follow-up Care After Homelessness

How does your organization create space for joy with staff and community?

The believes lie Foundation secognizes that to continue the work to dismantle systemic racism and create racial equity over the long term, it is essential to center joy, community, and the power of people including taking time to celebrate gifts.

(e.g., utilize time at the beginning of each team meeting for personal community building questions or plan events that bring joy such as group meditation, body movement classes and /or gatherings around food.)

At the provided the well-being of our staff, understanding that their capacity to support the families we serve is vital to our mission. Given our small size, we naturally cultivate a close-knit environment where staff members regularly share personal stories and engage in community-building activities during team meetings. These moments allow us to connect deeply with one another, fostering a sense of

In addition to our regular meetings, we host occasional potlucks and themed social gatherings, which serve as opportunities for staff to bond over shared experiences and cultural celebrations. These events are not only enjoyable but also help strengthen the relationships within our team, creating a warm and supportive workplace.

We also invest in our staff's growth by offering professional development workshops and training sessions. These opportunities allow our team to enhance their skills and knowledge, ensuring they feel confident and equipped to handle the challenges of their roles. Recognizing the importance of mental health, we provide access to counseling services for any team member who may need support.

Moving forward, we aim to expand these initiatives, continually seeking new ways to cultivate a joyful and connected environment for our staff, ensuring they remain energized and passionate about the vital work they do.



2024-13522 Stabilizing BIPOC Families: Equitable Follow-up Care After Homelessnes
DPTIONAL: Is there anything else you would like us to know? Thank you for considering our application and for your commitment to advancing equity in Indianapolis. At we share a deep commitment to addressing the root causes of homelessness and inequity. Our Follow-Up Care Program is not just about offering support after families leave our shelter; it's about actively working to dismantle the systemic barriers that contribute to homelessness. We recognize that homelessness disproportionately affects marginalized communities, particularly Black and Latinx families. This program is designed to address these disparities by providing tailored, culturally responsive support that helps families not only regain stability but also thrive in a society that often overlooks their needs.
We are committed to fostering an inclusive environment where the voices of those we serve are heard and valued. Community feedback is at the heart of our program design and delivery. We regularly engage with our clients to understand their experiences, challenges, and aspirations, ensuring that our services are responsive to their needs. This feedback loop is essential for creating programs that are not only effective but also equitable.
Moreover, we are actively working to build partnerships that reflect our commitment to equity and justice. We recognize that true change requires collaboration with organizations that share our values and dedication to systemic change. We are exploring partnerships with local organizations focused on racial equity and economic justice, ensuring that our efforts are part of a broader movement toward a more just and inclusive Indianapolis.
We believe that the work we do at equitable community. Our programs are designed to not only address immediate needs but also to empower families to break the cycle of poverty and homelessness. We are committed to continuous learning and improvement, always seeking ways to better serve our community and advance equity.
Budget
Budget
Specific Use of Requested Funds
Amount Description



Employee Compensation, Benefits, and Taxes	20.0000	Funds staff salaries and benefits for delivering quality, comprehensive services to homeless families.
Professional Fees and Contracted Labor		Funds training for staff on trauma-informed care, cultural competency, and fair housing practices.
Printing and Publications		Funds marketing materials, reports, and other printed materials.
Technology and Supplies		Funds computers, software, office supplies, and devices for families to use for job search and training.
Marketing and Advertising		Funds social media advertising, website maintenance, and other marketing efforts.
Facilities (space rental, mortgage, etc.)	11.000.00	Funds rent, utilities, and maintenance of office space.
Travel and Transportation	\$2,000.00	Funds transportation assistance for families when moving into new housing.
Other Expenses	Amount	Description
Client Services		Food, clothing, hygiene products, transportation assistance, and other basic needs for homeless families in our program.
Housing Assistance	10.000.0	Rental assistance, security deposits, and other resources to help families secure permanent housing in the Follow-Up Care Program



	Amount	Description
Total	\$50,000.00	

Optional: Please provide any additional budget information you feel would be useful for us to know

Instructions

To update the pre-filled documents below, go to your Organization Profile.

- 1. Save your application before navigating to your organization profile.
- 2. Click on the blue circle with your initial in the upper right corner of the portal.
- 3. Choose Organization Profile.
- 4. Go to the "Documents" tab and upload your most recent documents if needed.