**80x3 Request for Proposal (RFP) Frequently Asked Questions**

Please reach out directly with questions not addressed here at rfp@gtcuw.org.

**Funded partners can expect to activate three levers for change:**

* **Personal & Professional Development**: Build individual capacity to lead with an anti-bias, anti-racist lens.
* **Culture & Climate**: Foster an inclusive environment where equity is embedded in everyday practices.
* **Structures & Systems**: Redesign policies and systems to sustain long-term equity and inclusion.

Three office hours will be held by the 80x3 Team on the following dates from 10 AM – 2 PM CST. Click on the date to sign up for a 15-minute slot.

* [Monday, March 10th](https://www.signupgenius.com/go/10C0D4FABA92FA1FAC70-53761428-80x3)
* [Tuesday, March 11th](https://www.signupgenius.com/go/10C0D4FABA92FA1FAC70-53761428-80x3)
* [Friday, March 14th](https://www.signupgenius.com/go/10C0D4FABA92FA1FAC70-53761428-80x3)

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# General Eligibility & RFP Questions

## Eligibility

**1. What if my organization has received 80x3 funding before, am I still eligible to apply for this RFP?**

Unfortunately, organizations that have previously received 80x3 funding are not eligible to apply. If you are a previously funded partner we hope that you encourage colleagues to apply.

**2. Can multiple organizations partner on an application together?**

No, this application is for individual organizations due to supports like the

**3. How many hours per week should we prepare to spend on initiative work?**

Your organization’s team of three lead participants should expect to spend 2-4 hours per week on the 80x3 cohort grant activities.

If funded, organizations must report on the following measures at the end of the grant term (June 2025-December 2026):

* Number of organization staff
* Number of children (0-5) served
* Number of families with children (0-5) served
* Number of ECE professionals supported
* Number of ECE organizations supported

**4. What if my organization’s budget for the current fiscal year is not $250,000 or higher? Can I still apply?**

Your organization must meet all eligibility criteria to apply. If your organization requires special consideration for any reason, please reach out to Senior Program Officer Jamie Bonczyk during office hours for assistance. jamie.bonczyk@gtcuw.org

# Funding Priorities

**1. My organization does not meet all the funding priorities. Are we still able to apply?**

Yes. The Funding Priorities in the RFP Guidelines show which criteria will be scored highest in the review process. Organizations that meet or exceed all the criteria will be most competitive for funding. Overall competitiveness for grant funding will depend on how many applications we receive and who applies. Please reach out to us at rfp@gtcuw.org if you would like to discuss the funding priorities further.

**1. Why is United Way prioritizing trauma informed anti racist work?**

United Way exists to disrupt the extent to which income, race or place predicts a person’s ability to thrive. We know that race is the largest predictor of inequities in our region. Evidence shows that investing heavily in strong racial equity practices, like the anti-racist work with Embracing Equity, leads to better impact and outcomes for the people the organization supports. Our priority in this RFP is to address and minimize the impacts of childhood trauma and expand our region’s capacity to deliver trauma- sensitive care. We aim to resource organizations best positioned to address the most persistent inequities in our region, and we believe the best way to do that is through a trauma informed lens with strong racial equity practices.

**2. How do you define Ideal Leadership-Level Team Leads?**

We define ideal Leadership-Level Team leads as leaders and those who engage in such business activities as setting organizational goals, building strategic plans, and holding significant decision-making responsibility for the organization. If you have questions about how to define senior leadership at your organization, please contact us at rfp@gtcuw.org.

**3. Is the $65k general operating funds? Is it restricted in some way?**

We anticipate organizations will use the funding to support staff participation, the ability to implement changes identified in their equity audit and to align with the

Assessment Areas from the National Child Traumatic Stress Network:

* Staff and leader development and compensation
* Trauma-informed professional development trainings
* Organizational development and technical assistance
* Trauma-informed classrooms and environments
* Addressing caregiver trauma
* Addressing and minimizing secondary stress
* Addressing the intersection of culture, race, and trauma
* Continuity of care and cross-sector collaboration
* Trauma-informed and culturally responsive curricula
* Other work that is aligned with organizational implementation of trauma-sensitive and culturally responsive systems change work.

# Application/RFP Questions

**1. My program is part of a much larger institution (i.e.; university, hospital system, etc.). Am I still eligible to apply?**

As long as your organization meets the core eligibility criteria outlined in the RFP and your program/activities meets the impact area eligibility outlined in the RFP, you are eligible to apply.

For the application, please note the following directions:

* For the Financial Review section of the application, please use your parent organization’s financials. We may follow-up to request additional financials from your program’s perspective.
* For the Organization questions of the application, please complete responses from the perspective of your parent organization.
* For the Impact area-specific or program questions of the application, please fill out from the perspective of your program.
* Reach out to us at rfp@gtcuw.org for further guidance

**2. What does the asynchronous professional development entail?**

* 12 Develop Approved Professional Development hours from Think Small.

Click [here](https://www.thinksmall.org/course/from-hurting-to-healing-creating-trauma-sensitive-and-healing-centered-family-child-care-programs/) for more information on this resource.

* 25 Develop Approved Professional Development hours from Embracing Equity.
* An in-person retreat, embedded into the 2025 and 2026 Minnesota Association for Children’s Mental Health November conference. Note: the retreat will be held on Sunday.

# TA Participants

**1. Who is Creative Kuponya?**

[Creative Kuponya](https://www.creativekuponya.com/) is a multi-modal organization that centers its services at the intersection of mental health and community. They will be hosting the transformative healing circles.

This is a wonderful opportunity for teams to learn how to work through different work dynamics, pain points, or process circumstances they are facing in the workplace.

**2. What is a healing circle?**

Creative Kuponya’s healing sessions are rooted in clinical and cultural practices, emphasizing the importance of community and positive relationships. Everyone's voice is welcome to maintain a whole and reciprocal space. Transformative healing involves shared accountability between individuals and the larger community.

**In the healing circles, you will have the opportunity to:**

* Engage in thought-provoking conversations
* Learn coping skills for managing mental health in all aspects of life
* Resolve conflicts in large groups and smaller affinity groups
* Motivate participants to seek therapy for themselves and their families
* Develop strong relationships that build safer environments

**Session Details:**

* 1 healing session per organization
* Maximum of 30 participants to encourage engagement and participation

**Topics include:**

* Burnout + Collective Care
* Mental Health in the Workplace
* Oppressive Trauma-Informed Care
* Trauma-Informed Feedback

**3. Who is Embracing Equity?**

[Embracing Equity](https://www.embracingequity.org/) is another one of our TA providers. They specialize in cultivating equitable mindsets, relationships, policies, and procedures that ensure everyone's potential is nurtured and every person feels valued and included. They will be partnering with us to create anti racist and trauma informed workplaces. Use the link below to learn more about the Embracing Equity team.

**4. What is an Organizational Equity Audit?**

An equity audit is a systematic examination of an organization's policies, practices, programs, and culture to identify disparities, biases, or inequities that may negatively affect marginalized or underrepresented groups. The goal is to assess how equitable the organization's operations are and to develop actionable (and sustainable!) strategies to close gaps and create a more inclusive and just environment.

*Key Components:*

Data collection and analysis

* Examine demographic data
* Analyze participation, outcomes, and access across groups
* Review feedback through surveys, focus groups, or interviews with stakeholders

Policy and practice Review

* Evaluate policies for bias or exclusionary practices
* Evaluate whether programs and initiatives promote equity and inclusion

Cultural Assessment

* Assess workplace or institutional culture to determine whether it fosters belonging and addresses systemic issues like racism or sexism

Recommendations and implementation

* Provide data driven recommendations to address inequalities
* Develop action plan with measurable goals and accountability mechanisms

# Grant Terms

1. **What is the anticipated grant term? When will funding begin?**
* Funding will begin June 2025
* Grants will average $65,000; grant term is 18-months beginning in June 2025.
* Grant awards will be made in two payments. 80% of the award will be paid upon signature of the grant agreement. The remaining 20% of the award will be paid upon completion of the final report.
* Funded partners will be asked to provide direct deposit information for payment.
* Funded partners will commit to the activities outlined in this RFP including an 18-month leadership residency with United Way and its partner, Embracing Equity.
1. **What is the time commitment?**

The cohort will participate in an 18-month program with Greater Twin Cities United Way and its partner, the national nonprofit Embracing Equity, to implement trauma informed, anti-bias, anti-racist organizational change. The program will begin in June 2025, leveraging the Embracing Equity Leadership Residency model, which involves individual coaching and a facilitated community of practice.

We are looking for teams committed to setting and implementing goals toward becoming organizations that center belonging, inclusion, and equity as part of becoming trauma-informed. This opportunity involves an 18-month journey toward these goals.

**Organizations Best Positioned for Success:**

* Have identified the need to create a trauma-informed and culturally responsive workplace
* Are working on or have prioritized these goals in their strategic plan
* *Currently* hold the organizational capacity and readiness to send a team of three leadership-level staff to participate in an 18-month leadership and organizational change cohort. Specifically, your organization is ready and willing to assess their culture, practices, and policies and commit to all aspects of the program.

**Ideal Leadership-Level Team Leads:**

* Hold positions that enable them to implement change
* Can align grant funds with necessary activities over the 18 months
* Are ready to become better leaders by understanding and building upon their strengths

# Timeline of grant activities

|  |  |  |
| --- | --- | --- |
| Engagements  | Date  | Time  |

|  |  |  |
| --- | --- | --- |
| Kickoff and Orientation  | Thursday, June 26, 2025  | 2:00 - 3:30 pm  |
| Equity Audit Survey Implementation  | July 7- July 18th, 2025  | Open  |
| **Equity Audit Analysis by Embracing Equity Team**  | July - September 2024  | 2 months  |
| Leaders Assessment + Initial Coaching Session  | August 2025  | As scheduled  |
| Trauma Informed Modules/CoP  | Thursday, August 28, 2025  | 2:30 - 4:30 pm  |
| 3-Day Virtual Retreat  | September 23 - September 25, 2025 (Tues, Wed, Thurs)  | 10:00 am - 4:00 pm   |
| Community of Practice #1  | **MACMH Conference Sunday, November 16, 2025**  | 10:00 am - 5:00 pm  |
| Office Hours #1   | Thursday, December 11, 2025  | 1:00 - 2:00 pm  |
| Community of Practice #2  | Thursday, February 12, 2026  | 2:30 - 4:30 pm  |
| Office Hours #2  | Thursday, March 19, 2026  | 1:00 - 2:00 pm  |
| Office Hours #3  | Thursday, May 14, 2026  | 1:00 - 2:00 pm  |
| Community of Practice #3  | Thursday, June 11, 2026  | 2:30 - 4:30 pm  |
| Office Hours #4  | Thursday, July 9, 2026  | 1:00 - 2:00 pm  |
| Goal Setting Check In  | August 2026  | As scheduled  |
| Office Hours #5  | Thursday, September 10, 2026  | 1:00 - 2:00 pm  |
| Office Hours #6   | Thursday, October 15, 2026  | 1:00 - 2:00 pm  |
| Closing Community of Practice  | **MACMH Conference Sunday, November 2026 (TBD)**  | 2:30 - 4:30 pm  |