

Bohemian Fund Application



Application Instructions

Bohemian Fund believes in creating an equitable community where everyone belongs. We make grants to organizations that build equity into their work in three areas:

- Ensuring all youth thrive.
- Promoting economic stability and mobility.
- Cultivating a vibrant, engaged and connected community.

The application questions are grouped in three sections: community issues, solutions, and impact. Your responses will build on each section to tell your story. In each section we'd like to know more about:

- Your understanding of the community issue
- Your efforts to connect with people impacted by the issue
- Your perspective on systems and structures that affect equitable outcomes within the issue you've identified

Throughout the application, you'll have opportunities to describe how you are advancing diversity, inclusion, belonging, and equity. We realize the path toward equity and belonging is a journey. We're eager to learn about your work.

Please organize your answers so information isn't repeated. Some questions may sound the same, but they are asking for something different. See the Bohemian Fund Companion Guide for application help and key terms. Review the definitions for community issue, proximity, structures, and belonging that are included in the Companion Guide. The Storyboard will help you organize your responses to the application.

Overview

Below, we'll ask you about the kind of support you are seeking.

- What type of support are you requesting? [*Drop down options in Fluxx: General Support; Program; Project*]
- If you are requesting program or project support, provide details about the program or project. If you are making a program or project request, you do not need to provide details about your organization.
- If you are requesting general support, provide details about your organization.
- What is the name of your project/program? If you are applying for general support, type "general support."
- Request Amount (maximum \$30,000):
- What is your timeline for spending the grant (maximum 1 year)? (We also refer to this timeline as the request timeline.)
- Is this a new program or project? Answer this question if you are requesting program or project support. (*Y/N; if N, conditional logic will add "Prior year budget actuals" in Required Document Upload list*)

Community Issue

The first three questions ask you to describe the community issue you are addressing. Here you can share how you have come to understand the issue. Explain what you have learned about the issue by exploring data, listening to people closest to the issue, and examining structures.

1. *Community Issue:* How do you define the community issue you're working on? Provide data, research/information, or stories that you use to understand the issue. Who

is most impacted by this issue? Are there race, gender, income, or other factors involved? See Community Level Indicators Resources document (in Fluxx Portal) for select local data that can be used as applicable. *(3,000 character count limit)*

2. *Proximity*: How do the experiences and knowledge of the people closest to this issue help you understand the issue? *(3,000 character count limit)*

3. *Structures*: What are the systems and structures that influence the community issue? Systems to consider include an organization's policies and procedures. Structures to consider include external laws and public policies. How have you become aware of the influence systems and structures have on the issue? How do these forces impact specific people or groups? *(3,000 character count limit)*

Solutions

Please share details about how your work (strategies and activities) fosters belonging and shifts structures toward equity. Help us understand how you designed your strategies to address the community issue.

4. *Community Issue*: Describe the strategies you use to address the community issue. Include who, what, where, when, and why. How have you used your understanding of the issue to design your strategies? *(3,000 character count limit)*

5. *Proximity*: Describe how the experience and perspectives of the people closest to the issue continues to inform and improve your strategies. Be specific about how you gather and use these perspectives to make changes. *(3,000 character count limit)*

6. *Structures*: Share how your strategies might shift related systems and structures toward equity. *(3,000 character count limit)*

Impact

We understand that community and structural change takes the time and effort of many different people and programs. How does your work contribute to equitable outcomes and a sense of belonging for the community you work with? What is the impact you aim to make related to the community issue above? How will you know you achieved this impact?

7. *Community Issue*: Describe how you'll know if your work is successful. How will the people you work with be positively impacted? What data, information, research, or stories will you collect to evaluate your impact across race/ethnicity, income, gender, and other factors? How do the outcomes you're tracking connect back to the community issue? *(3,000 character count limit)*

8. *Proximity*: How do the experiences and perspectives of the people closest to the issue inform you about how your work is successful? Share how you know that what you're measuring matters to the people closest to the issue. *(3,000 character count limit)*

9. *Structures*: If you're successful in your work, how might the systems and structures you named earlier change? Reflect on systems and structures both outside of and within your organization. What are the challenges that may prevent change? *(3,000 character count limit)*

A Community Where Everyone Belongs

10. By working together over time, we believe we can move toward equity. Together, we hope to create a community where everyone belongs. How does your work described within this application help create a community where everyone belongs? For a definition of belonging, refer to the Companion, page 3. *(3,000 character count limit)*

Organizational Readiness

Share how your organization's leaders, staff, policies and finances show its strengths and readiness to carry out the work. Share with us key insight into your organization's current readiness.

11. Describe your organization's commitment to diversity, equity, and inclusion. What policies or practices does your organization use to advance these priorities? (3,000 character count limit)

12. Describe any recent or anticipated changes in your organization's structure, leadership, key staff, or mission. (3,000 character count limit)

13. How much cash-on-hand does your organization have and how many months of operating expenses does this represent? Do you have a board policy on cash reserves? If so, what is it and did you go below that target during the year? (3,000 character count limit)

Document Upload

Program / Project Requests:

- Income and expense budget for your request (this should align with your request timeline).
 - Add a few sentences that describe any significant changes or trends. Where relevant, share insight on prior year actuals. Focus on key trends, areas where you were significantly over or under budget, or other changes.
- Most recently completed fiscal year end budget to actuals for your request. (This will display if applicant answered No to "Is this a new program or project?" in Request Overview section)

General Support Requests:

- Current fiscal year end organizational income and expense budget. Please submit a budget at a level that is appropriate to the request (department, school, etc.)
 - Add a few sentences that describe any significant changes or trends. Where relevant, share insight on prior year actuals. Focus on key trends, areas where you were significantly over or under budget, or other changes.
- Most recently completed fiscal year ended organizational income and expense budget to actuals. Please submit a budget at a level that is appropriate to the request (department, school, etc.)

List of Board Members (not required for government entities, CSU or PSD)