

# Virginia Satir Global Network

## **Request for Proposals**

**RFP Title: Virginia Satir Global Network Anti-Racism Grant Fund**

**Date Issued: July 1, 2021**

**Deadline for Submission of Proposals:  
September 2, 2021  
at 4:00 p.m. Pacific Standard Time**

Please submit the completed form and attachments:

By Mail to:  
VSGN Anti-Racism Committee  
7301 Indian Rock Rd.,  
Wendell, NC 27591  
(206) 241-7566

Via Email to:  
[vsgnantiracismcommittee@gmail.com](mailto:vsgnantiracismcommittee@gmail.com)

## **VIRGINIA SATIR GLOBAL NETWORK ANTI-RACISM GRANT FUND**

*to advance projects with systemic Satir-based approaches to dismantle racism to create an equal and just society for all.*

### **PART I. FUND OVERVIEW**

The Virginia Satir Global Network Anti-Racism Grant Fund (hereafter The Fund) seeks to encourage, empower and engage social and racial justice initiatives that focus on impactful change and equality through action. The VSGN Anti-Racist Grant Fund is requesting proposals from African American, Black or African Diaspora leaders/individuals and organizations led by African American, Black or African Diaspora leaders that are committed to dismantling systems that perpetuate racism and helping to eliminate inequities in black communities.

**Services:** The grant has six priority service areas: education, building community, economic disparities, criminal justice, health, and safety.

**Program Values and Expectations:** Program and projects must meet the following pillar criteria in order to be considered for funding. Pillars are described in VSGN Criteria and Qualifying Questions section under the PART III- **APPLICATION COMPONENTS, DEADLINES AND CRITERIA**

**Pillar I.** *Program/project work is based in the Satir Growth Model*

**Pillar II.** *Program /project engages in practices that promote Systemic Change and dismantle institutionalized racism*

**Pillar III.** *Program/project has a clear plan for sustainability and/or a vision for ongoing impact*

**Eligible applicants:** Individual applicants must be members of the Satir community, identified either through being a paid member of the Virginia Satir Global Network, being part of an affiliate, or being known through the VSGN community meetings held on Wednesdays at 8:00 a.m. PST. Community-based Nonprofit Organizations (CBO's or NPO's) that are administratively led by individuals who are African American, Black, or African Diaspora are also eligible to apply. Community-based Nonprofit Organizations (CBO's or NPO's) must also be led by VSGN members or affiliates, or recommended by VSGN members, affiliates or committee members. CBO's and NPO's are defined as organizations that are established and focused on issues and concerns at the community level (neighborhood, city, county, and regional), and that are representative of the populations of color or significant segments of the populations they provide services to in that community. They are often organized around a particular purpose or cause and tend to be grassroots in nature, working from the ground-level upward to create positive change and racial equity. Any nonprofit that applies for the VSGN Anti-Racism Grant Funds must be duly organized, in existence, and in good standing for at least six months prior to the date that the grant solicitation is issued by the VSGN Anti-Racism Committee. Businesses that meet all these same criteria can be considered. Under special circumstances, if a person outside the United States or Canada wishes to apply as an individual, without affiliation to an NGO, NPO, business or other fiscal sponsor, their special circumstances and appropriate documentation will be considered. Appropriate documentation will be determined by a sub-committee of the VSGN. Such individuals should contact "office @statirglobal.org"

*Note: The above eligibility requirements must be met no later than the Phase 1 application due date, and applicants must maintain that eligibility throughout the application process and during the grant term if awarded.*

**Collaborative Applicants:** Organizations may partner for a joint application in which two or more eligible applicants deliver coordinated programs and services. A total of three organizations may be included in a collaborative application, including the lead agency. However, 50% or more of the administrative leadership must be held by individuals who are African American, Black, or African Diaspora. A Lead Applicant must be designated to act on behalf of all participating organizations. The Lead Applicant is the applicant/grantee who will be responsible for fiscal accountability and the performance of the grant, including all required documentation and reporting requirements. VSGN will direct all official correspondence and grant payments to the Lead Applicant. All other participating organizations will be subgrantees and must have costs associated in the budget. It will be the Lead Applicant's responsibility to direct payments to the participating organizations within the collaboration. All participating organizations, including the Lead Applicant, must be eligible applicants as defined above and be identified at the time of the Phase I application submittal. All organizations in a collaborative application must sign the Collaborative Application Declaration form.

**Anti-Racism Committee Applicants:** Existing VSGN Anti-Racism Grant Fund Committee applicants that meet the aforementioned requirements may apply; however, grantee performance will be reviewed and taken into consideration during application evaluation. Once a VSGN Anti-Racism Grant Fund Committee member applies for grant funds that member must not participate in grant application evaluation.

**Grant Amount and Funding Levels:** Any amount up to \$100,000.

**Application deadline:** September 2, 2021 (See Confirmed Timeline on page 6)

## **PART II. ORGANIZATION BACKGROUND**

Virginia Satir (1916-1988) began her professional life as a teacher before beginning her social work practice in the 1940's in the United States. She was a pioneer in the newly emerging field of family therapy in the 1950's and 1960's in the US and is considered by some to be the mother of family therapy in that country. The unique and powerful approach to practice, which grew out of her work, is known as the Growth Model, which empowers and transforms individuals, families, groups, organizations and communities to become more fully human. At the time of her death, Satir was internationally renowned as a family therapist, educator, trainer, consultant, author and ambassador for world peace.

**Satir Global Network:** The Mission of the Satir Global Network is to "further the creation of healthy and just relationships, based on the teachings of Virginia Satir." Her teachings declare that a healthy and just relationship honors the self, the other and the context. Elements that she taught as being instrumental in honoring each of these include:

- Being connected with your Spirit/Self and relating from that energy in order to see, hear and understand others, as well as yourself.
- Valuing yourself and others as being worthy of love.
- Having an awareness of your behavior, beliefs, expectations and feelings in order to be able to choose to respond in ways that honor yourself, the other and the context.
- Opening to greater understanding and acceptance of yourself and others.
- Viewing yourself and others as equals in personhood, no matter what differences there are in age, roles, race, gender, class. (e.g. child and parent, wife and husband, student and teacher, patient and doctor, employee and supervisor)

- Celebrating your uniqueness, and that of all others, and at the same time honoring your sameness with all others in terms of our common humanity.
- Believing that change is possible

The aims of VSGN for carrying out our mission are as follows:

- To provide an inclusive forum to support and encourage the creativity of individuals, groups and institutes in the use, sharing and development of the Satir Growth Model.
- To promote global networking of individuals and groups who espouse the teachings of Virginia Satir.

**VSGN Timeline of Anti-Racism Activity:** After the government imposed quarantine as a result of COVID-19, in March 2020, leadership of the Satir Global Network introduced a virtual weekly forum for members of the global community to come together in learning and support.

On May 25, 2020 George Floyd, a black American male, was murdered by the police . His death was captured in a horrific video that shows a white police officer casually kneeling on his neck as he lost consciousness. The video spurred a national uprising, triggering civic unrest in America. Demonstrations and protests erupted in scores of cities around the world as veteran activists and newfound allies rallied to the cause of racial justice and expressions of solidarity.

Shortly after Floyd’s murder, it became apparent to members of VSGN that it was vital the organization address systemic racism and its impact on all peoples. As a result, the Virginia Satir Global Network Anti Racism Grant Fund was created. The intent of the new grant is to support projects and engagements that focus on impactful change, racial healing and justice. The VSGN Anti-Racism Grant Fund is made possible by the generosity of a donor choosing to remain anonymous and donations received in matching.

### **PART III. APPLICATION COMPONENTS, DEADLINES AND CRITERIA**

**General Proposal Submission Information:** A link to the online application portal is available at [www.satirglobal.org](http://www.satirglobal.org). The application process is divided into two phases:

**Phase I** is the completion and submission of ALL application components and must be completed by all Eligible Applicants. **Only those applicants that pass Phase I will be notified that they will proceed to Phase II of the application process.**

**Phase II** is the evaluation and scoring of the completed application questions and a review of all supporting documents. Applicants will be informed by email that they have progressed on to Phase II of the application and the email will be sent to the email\* address listed for the person designated as the “primary contact” in the Contact Information section of the application.

*\*VSGN is not responsible for any email not received due to the recipient’s security or anti-spam software, or any problems within the recipient’s email system.*

**Notice to Applicants:** All materials submitted in response to a VSGN Program Grant Solicitation will become the property of VSGN.

**Verification of Applicant Information:** By submitting an application, applicants authorize VSGN to verify any and all information submitted in the application, including, but not limited to, verification of prior experience, public records (i.e., CA Franchise Tax Board, CA Secretary of State, and/or Attorney General's office) and other information necessary to evaluate the application. VSGN may request additional documentation to clarify or validate any information provided in the application and/or budget. In addition, VSGN may request to conduct a site visit during the application evaluation period to substantiate claims made in the application.

**Eligibility Guidelines:** An organization or an individual may only submit one application, either as a single organization applicant or as part of a collaborative application. Funds may only be used for eligible activities and costs. The amount awarded may be spent over a one-year grant term. Grant funds may be expended only during the grant term. Those who expend funds before or after the grant term will not be eligible for future grant funding, and those funds will be considered disallowed expenditures.

### **Specific Proposal Submission Instructions:**

- **Create Application:** To create a new application, enter the organization's legal name and organization type. For a Collaborative Application, enter the Lead Applicant's name, organization type, and the total number of organizations in the collaboration.
- **Applicant Information:** Enter the organization's business information, physical address of your organization, payment address.
- **Contact Information:** Enter the contact information for the applicant or employee of the applicant that is most familiar with the applicant's proposed services. Include the contact information for the person that is designated as the primary contact person that is authorized to communicate with the VSGN committee on behalf of the applicant. There should be at least one contact person's information added for each organization in a collaborative application. Contacts added in this section are only used for communication purposes; this does not grant the contact access to the online application.
- **Application Completion:** The entire application must be completed with no blank spaces; if a question or space does not apply to you and your organization, please place non-applicable or *N/A* in that space.
- **Attachments:**
  - ★ If the application originates in the United States the following documents are required to be submitted:
    - Entity Status: Government Identification or its equivalent (all agencies, organizations, programs, or projects must be active and in good standing)
    - Secretary of State Entity Status or its equivalent
    - Non-Profit Internal Revenue Service Exempt Status and Determination Letter or equivalent
    - Employee Identification Number or its equivalent
    - Annual Tax Returns (*last 2 years - 2019 and 2020*)
    - Provide a detailed budget for the proposed project.
    - Provide your current operating budget for your organization.

- ★ If the application originates outside the United States, equivalent documentation will be required to verify the existence, legal status, mandate and financial integrity of the organization.
  - ★ All applications must include 3 letters of support for the project.
- **Collaborative Application Partners** (only applicable to Collaborative Applications) In this section, the applicant will list all organizations who are a part of the Collaborative Application (excluding the Lead Applicant, as their information is entered in the “Applicant Information” section). Include the partner organization’s legal name, organization type, dollar amount budgeted for, mark all service categories that the partner will provide, and answer the application questions below. If the organization is a CBO, enter the required business information, as well.
  - **The Evaluation Process and Scoring Criteria/Phase II:** the primary tool for determining funding awards will be the evaluation and scoring criteria. In addition, the following may be taken into consideration for evaluating proposals and recommending awards: 1) Financial and legal history of the applicant, including local, state, or federal suspension or debarment from grant and/or procurement programs; and 2) Prior VSGN program grant performance, if applicable.

### CONFIRMED TIMELINE

**Deadlines:**

|  |                              |
|--|------------------------------|
| Grant Solicitation Release                 | July 1, 2021                 |
| Online Application Portal Available        | July 28, 2021                |
| Phase 1 Application Due Date               | September 2, 2021            |
| Phase 2 Application Evaluation and Scoring | Sept.. 2021 – Nov. 2021      |
| Grant Awardees Notified                    | Dec. 2, 2021                 |
| Tentative Grant Term                       | Jan. 1, 2022 – Dec. 31, 2022 |

**VSGN General Application Questions:**

1. Background of Your Agency, Program or Project: Please describe the history of your work, including how it came to be, how long you or your agency has been performing the work, what you do, who you serve, and what have you accomplished? (250 words or less)
  
2. How many Program Administrators do you have? \_\_\_\_\_ (*delineate numbers below*)  
 \_\_\_ Black/African Amer. \_\_\_ African Diaspora \_\_\_ Other Minorities \_\_\_ White

3. How many other staff members do you have? \_\_\_\_\_ (*delineate numbers below*)  
\_\_\_\_ Black/African Amer. \_\_\_\_ African Diaspora \_\_\_\_ Other Minorities \_\_\_\_ White

4. What is your organization's mission? (100 words or less)

5. Please name the administrative leaders of your agency, program or project and state briefly their roles and responsibilities.

**VSGN Criteria and Qualifying Questions:**

VSGN The following information further defines criteria that all submitted proposals must adhere to for consideration. (as presented in the Fund Overview section)

**Pillar I. Program/project work is based in the Satir Growth Model**

Satir's model for change is called the Growth Model. The major objective is to help people become more fully human with high self esteem; congruence of words, feelings and action; the ability to make choices using their resources to their fullest potential.

1. The belief system underlying the Growth Model asserts:
  - a. Every individual is unique; people are basic miracles worthy of love; people have all the resources they need to become whole; and all people have a positive life force that when nurtured can grow and manifest itself
  - b. People are doing the very best they can at any given point in time and when they can do differently they will
  - c. The problem is not the problem; it's the coping with the problem that is the problem
  - d. The family is the vehicle from which we can learn to be who we are
  - e. Parents are people-makers
  - f. We connect on our sameness and grow from our differences
  - g. People are equal in value; relationships are based on equality of value
  
2. The theory underlying the Growth Model is:
  - a. People learn communication patterns, ways of dealing with feelings, ways of behaving and ways of coping within the context of families of origin
  - b. What we learned in our families growing up was useful in childhood for survival in that context, but may no longer be useful now in other contexts
  - c. Since these aspects have been learned, other behaviors, communication styles, and ways of coping can also be learned which may be more useful in present day contexts
  - d. Old learnings can be transformed

**Pillar I-Qualifying Questions:**

*Before you begin answering the questions below, prepare and include a cover letter, giving a general overview and vision of your program and/or project. This cover letter should be the first page of your completed application.*

1. Given your experience, knowledge and/or research of the Virginia Satir Growth Model, please explain how your proposed program/project uses the principles of the Satir Growth Model to change lives in the community you serve. (250 words or less)

2. Please discuss at least 3 principles of the Satir Growth Model on which your proposed program/project is based. Describe how these principles will be incorporated into your program/project to guide your work in promoting growth in individuals, families, groups, organizations and/or communities.

**Pillar II.** *Program /project engages in practices that promote Systemic Change and dismantle institutionalized racism*

Institutionalized racism is defined as systems that are:

Entrenched in cultural narratives that undermine fairness, tolerance, and inclusion

Failing to invest in and protect vital public goods such as education and natural resources

Based on unfair rules of the economy that magnify unequal opportunity and outcomes

Perpetuate unequal access to government decision-making and resources

Persistent in prejudice and discrimination

**Pillar II-Qualifying Questions:**

3. Please provide a summary of what you believe to be systematic racism and how it reveals itself in the community you serve? (150 words or less).
4. How has your organization's geographical area been disproportionately impacted by systemic racism? (200 words or less)
5. How have the individuals that your program/project will serve been disproportionately impacted by systemic racism? (200 words or less)
6. How are you or your organization qualified to address the needs of your proposed service population that has been impacted by systemic racism? (200 words or less)
7. Describe you or your organization's experience in providing services, information, support as it pertains to the dismantling institutionalized racism in your community. (200 words or less)

8. Describe the *characteristics* of the population you or your organization has served, particularly in the past year that have been impacted by systemic racism. Please include information about their demographics, social and economic wellbeing, and family or individual challenges. (200 words or less)

**Pillar III.** *Program/project has a clear plan for Sustainability and/or vision for ongoing impact*  
Sustainability means that the viability of the program will continue. The vision will describe the ongoing effects for its beneficiaries or systems even after the current funding has expired.

**Pillar III-Qualifying Questions:**

9. What is your evaluation plan for measuring outcomes that will demonstrate the effectiveness of your proposed project/program?
10. How will your program/project be viable against systemic racism after the grant funds are spent or describe a vision for the ongoing impact after the grant funds are spent? (250 words)

===== For Internal Use Only =====

**PHASE 2: Scoring Model**

Scoring Criteria

Pillar 1 Questions - 6 points

Pillar 2 Questions -18 points

Pillar 3 Questions - 6 points, **which equal a total of 30 points.**

Each pillar Questions will be graded from 0 to 3 points.

**3 points:** Answers provided enough details to **exceed expectations** in addressing the questions, so scored as **outstanding**.

**2 points:** Answers provided enough details to **adequately** address the questions, so scored as **adequate**.

**1 point:** Answers did **not provide enough** detail to minimally address the questions, so scored as **inadequate**.

**0 point:** Answers **did not address** the questions, so scored as **unacceptable**.

## Disputes

If an applicant believes the Grant Solicitation criteria or procedures were not followed in the making of the funding decision with respect to its application, and such failure constitutes a sufficiently substantial error to justify a change in the funding decision, it may email VSGN. The applicant must specifically set forth what criteria or procedures it believes were not properly followed and describe in detail how those errors or omissions are sufficient to warrant a change in the funding decision. Only facts and arguments relating to the denied applicant will be considered.

Facts and arguments regarding other applicants, or unrelated matters will not be considered. If the applicant fails to meet the eligibility requirements outlined in the Grant Solicitation or merely disagrees with the score given to its grant application, VSGN will not reconsider its decision. All information and arguments concerning the dispute must be emailed as specified above within 10 calendar days of VSGN notification of the funding decision. The only remedy available under this process is for the applicant to receive funding. Restarting the grant application process for evaluating all grant applications are not available remedies.

**VSGN Anti-Racism Committee**  
**Bi-Annual Status Report Form**  
*For Recipients of VSGN Grant Funds*

Deadline for Submission- June 30, 2022 and December 31, 2022 unless otherwise agreed.

Date Submitted \_\_\_\_\_

Please answer **ALL** of the following questions regarding grant funds you were awarded by the Virginia Satir Global Network Advisory Committee to End Systemic Racism. *(This reporting form will be used for program evaluation and statistical purposes only)*

### General Program Evaluation Questions

Name of Your Organization \_\_\_\_\_

Name of Program or Project \_\_\_\_\_

Program/Project Purpose \_\_\_\_\_

\_\_\_\_\_

Please check (✓) the category below which best describes the *primary focus* of your program:

|  |  |  |
|--|--|--|
| <input type="checkbox"/> Building Community  | <input type="checkbox"/> Civic Engagement    | <input type="checkbox"/> Criminal Justice Reform |
| <input type="checkbox"/> Education/Childcare | <input type="checkbox"/> Employment Services | <input type="checkbox"/> Environmental Justice   |

\_\_\_ Financial/Economic Disparity \_\_\_ Homelessness \_\_\_ Mental Health/Well-Being  
\_\_\_ Protective Services/Safety \_\_\_ Other (Describe) \_\_\_\_\_

*Financial Outcomes (Please attach receipts or financial statements)*

Date of Funding Award \_\_\_\_\_ Amount of Funding Award \$ \_\_\_\_\_

Number of Program Staff \_\_\_\_\_ Avg. Cost per staff per person \$ \_\_\_\_\_

Number of Participants Served (to date) \_\_\_\_\_ Avg. Cost per person \$ \_\_\_\_\_

Cost of Program Materials \$ \_\_\_\_\_

Other Participant Expenditures: List type of expenditure and total amount for 6 months:

Type \_\_\_\_\_ Total Spending \$ \_\_\_\_\_

Type \_\_\_\_\_ Total Spending \$ \_\_\_\_\_

Type \_\_\_\_\_ Total Spending \$ \_\_\_\_\_

Total Amount Expended (to date) \$ \_\_\_\_\_

Amount of Funding Remaining \$ \_\_\_\_\_

**Pillar I Status Reporting – Satir Growth Model**

*Modality Outcomes*

Place the number of individuals participating in your program who demonstrated growth and/or improvement in the following areas:

\_\_\_ Ability for Choice \_\_\_ Building Support \_\_\_ Congruent Communication Skills \_\_\_

Coping Strategies \_\_\_ Decision Making \_\_\_ Developing Goals

\_\_\_ Family Relationships \_\_\_ Managing Feelings \_\_\_ Personal Identity

\_\_\_ Positive Behavior \_\_\_ Problem Solving \_\_\_ Self-Confidence

\_\_\_ Self-Esteem \_\_\_ Self-Motivation \_\_\_ Use of Inner Resources

**Pillar II Status Reporting – Systemic Racism**

*Organizational and Program Demographics*

1) How many Program Administrators do you have? \_\_\_\_\_ (*delineate numbers below*)

\_\_\_ Black/African Amer. \_\_\_ African Diaspora \_\_\_ Other Minorities \_\_\_ White

2) How many other staff members do you have? \_\_\_\_\_ (*delineate numbers below*)

\_\_\_ Black/African Amer. \_\_\_ African Diaspora \_\_\_ Other Minorities \_\_\_ White

3) How many program participants do you have? \_\_\_\_\_ (*delineate numbers below*)

\_\_\_ Black/African Amer. \_\_\_ African Diaspora \_\_\_ Other Minorities \_\_\_ White

*Program Outcomes*

1) Which of the following systemic racism outcomes does your program accomplish? (*Check all that apply*)

\_\_\_ Create a Safe Environment \_\_\_ Remove Racial Disparities

\_\_\_ Improve Equality \_\_\_ Improve Inclusivity \_\_\_ Reduce Discrimination

\_\_\_ Eliminate Injustice \_\_\_ Increase Diversity \_\_\_ Increase Fair Practices

\_\_\_ Other (Describe) \_\_\_\_\_

**Pillar III Status Reporting - Sustainability**

*Program Sustainability Projections*

- 1) How much funding would it take to sustain your program/project in the next 3-5 years?  
*(delineate administrative costs only – attach additional sheet)*
- 2) If additional funding were available, how many more people could you serve in the next 3-5 years?
- 3) How much funding would it take to serve the additional number of people stated above?  
*(delineate direct participant costs only – attach additional sheet)*
- 4) How much funding would it take to buy materials for the additional number of people stated above?  
*(delineate program material costs only – attach additional sheet)*
- 5) Lastly, please give a 1-paragraph narrative of the vision for your program/project in the near future (3-5 years).

*Briefly Describe* \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Name of Administrator \_\_\_\_\_ Title \_\_\_\_\_  
Signature of Administrator \_\_\_\_\_ Date \_\_\_\_\_

**Please submit the completed form and attachments:**

By Mail to:  
VSGN Anti-Racism Committee  
7301 Indian Rock Rd.,  
Wendell, NC 27591  
(206) 241-7566

Via Email to:  
vsgnantiracismcommittee@gmail.com