



Charitable Foundation

## **2023 Racial Equity Grant Program**

The following information is meant to prepare non-profit organizations with the information required to apply for a Racial Equity grant from Rockland Trust Charitable Foundation.

### **Geographic Focus**

Rockland Trust and the Rockland Trust Charitable Foundation are strong advocates for the Massachusetts and Rhode Island community organizations that help support the individuals, families, and businesses that comprise the communities we serve. Funding priority is given to communities served by a Rockland Trust Bank branch.

The Rockland Trust Charitable Foundation requires that 501(c)(3) Public Charity non-profit organizations be located in, and serve individuals of, one of the following geographic areas:

Barnstable County, MA  
Bristol County, MA  
Dukes County, MA  
Essex County, MA

Middlesex County, MA  
Nantucket County, MA  
Norfolk County, MA  
Plymouth County, MA

Suffolk County, MA  
Worcester County, MA  
Rhode Island

### **Grant Purpose, Size, and Duration**

Rockland Trust's Racial Equity Grant program will support nonprofits in advancing diversity, equity and inclusion (DE&I). The program offers one-time grants up to \$15,000 to support internal organizational DE&I projects OR external community-focused DE&I projects.

The grant will be issued for the period of one year. Funded organizations will be required to complete a brief impact report at the end of the project period.

### **Application Process and Timing**

Grants applications will be accepted from April 3, 2023 until May 3, 2023 at 5:00 EST through Rockland Trust's online portal. No applications will be accepted by email, mail, or fax. Organizations should expect to receive a response to an application with a determination or additional questions in June 2023.

## Eligibility Criteria

Organizations that currently receive support from Rockland Trust or Rockland Trust Charitable Foundation are eligible to apply without impacting current or future applications for funding.

A requesting organization and its application must satisfy each of the following conditions to be eligible for consideration:

- No outstanding requirements due from the organization from prior funding from Rockland Trust
- Applicants utilizing a consultant must provide proof that a consultant has been identified and engaged and a project plan is in place with anticipated start and completion dates

Eligible projects may include:

- Internal Board/staff DE&I Training
- Hybrid DE&I Project (Internal and External)
- Organizational policy review/audits
- Development of a DE&I strategic plan
- Leadership/Staff/Volunteer/Community member focus groups
- Series of community education events to foster dialogue and understanding

Projects may not request funding for the following:

- Funding for the purchase of materials (including books) or refreshments
- Coverage of salaries for staff to participate in any DE&I training or education
- One-day community events
- Support for Employee Resource Groups
  
- **Status:** Nonprofits in good standing with the IRS that are recognized as 501(c)(3) Public Charities, headquartered and operating in at least one of the geographic focus areas listed on Page 1.
  
- If you are an organization with a fiscal sponsorship relationship, please email [Charitable.Giving@RocklandTrust.com](mailto:Charitable.Giving@RocklandTrust.com) to discuss with our staff prior to submission.
  
- **Non-Discrimination:** Organization cannot discriminate on the basis of Age, Race, Sex, Religion, National Origin, Disability, Family Status, Receipt of Public Assistance, Sexual Orientation, or Gender Identity.
  
- **Geography:** Applications must originate from organizations based in, or that serve the residents of Rockland Trust's geographic focus area as described on Page 1.

## Applying for a Grant

Grant applications are accepted **only** via our online portal. The click-through to the application is located at: [www.RocklandTrust.com/CharitableGiving](http://www.RocklandTrust.com/CharitableGiving).

Applications may be saved at any time in the process to resume later. We recommend that you create a WORD file of your responses to copy and paste as needed.

Add [mail@grantapplication.com](mailto:mail@grantapplication.com) to your safe senders list to ensure you receive all system communications.

The following attachments are **REQUIRED** for review and consideration of your grant application:

- Organization's Current Fiscal Year Budget, with Year-To-Date Actuals, *if your Fiscal Year ended in the last three months, please also upload a copy of your unaudited last year's Fiscal Year Budget with Actuals*
- Detailed Program Budget – *Optional Link to Philanthropy MA Template*
- Consultant Proposal/Executed Contract, *if applicable*
- IRS Letter of Determination documenting federal tax-exempt 501(c)(3) Public Charity status
- Organization's signed W-9
- Organization's Most Recent Audit, *if required to file one with the IRS*

Funded organizations will be required to complete a brief impact report at the end of the project period.

## Questions?

Please send an email to [Charitable.Giving@RocklandTrust.com](mailto:Charitable.Giving@RocklandTrust.com) to ensure the quickest response.