



**FUNDING ANNOUNCEMENT:**

**Request for Letters of Interest**

**Pathways for Success**  
*Strengthening Mental Health and Well-Being  
for Transition-Age Youth of Color and their Families*

**DUE DATE: 1:00 pm Central Standard Time (CST), March 11, 2022**

The Hogg Foundation for Mental Health invites eligible organizations in Texas to respond to the request for Letters of Interest (LOI) for the Pathways for Success initiative. The goal of the initiative is to increase opportunities for success of transition-age youth of color and their families (TAYCF) by strengthening their mental health and well-being. Through this initiative, the foundation intends to fund Black, Indigenous, and/or people of color (BIPOC)-led organizations with a history of providing culturally responsive programs, resources, and support for TAYCF. The foundation is particularly interested in organizations that have supported TAYCF during this time of heightened racial injustice, race-related trauma, and the pandemic.

For simplicity and to minimize the burden on potential applicants, the foundation has chosen to use a two-stage process to select the proposed programs most aligned with the initiative.

In partnership with the Chan Zuckerberg Initiative, the foundation plans to offer up to \$54,000 to each awarded grant partner. This funding opportunity will be offered over two years, for up to ten eligible organizations, governmental entities and/or educational institutions, ready to launch or expand existing programs, resources and support for TAYCF in their communities.

Please read the following information carefully before submitting a Letter of Interest. Applicants are encouraged to frequently refer to the [grant opportunity webpage](#) for the most current information. This funding announcement includes information on the following topics:

1. Initiative Description	6. Frequently Asked Questions
2. Proposed Activities	7. How to Submit a Proposal
3. Who Can Apply	8. Review and Selection
4. Important Dates	9. Reporting Requirements
5. Initiative Background	10. Questions and Answers

## 1. Initiative Description

Youth of color and their families have been negatively impacted by years of racism that have contributed to health disparities and inequitable access to resources and supports. The global pandemic has intensified these issues for TAYCF leaving them feeling socially isolated and significantly impacting their overall mental health and well-being. The economic recession, generational trauma, and overexposure to violence in the media have added to the pressures experienced by communities of color. The acknowledgement of our nation's systematic racial oppression and long-standing disparities in communities of color have revealed significant gaps in our current social support systems.

***The goal of the Pathways for Success initiative is to increase opportunities for success of transition-age youth of color and their families (TAYCF) by strengthening their mental health and well-being.***

The transition from youth to adulthood is challenging for young people and even more so for youth of color. During this time, major decisions are being made, ones that can have a significant impact for years to come. Critical skills are necessary to support their independence and ability to thrive. The pandemic and civil unrest are additional factors that negatively impact TAYCF's ability to successfully transition into adulthood. "Embedded racial inequities produce barriers to youths' prospects for successful transition. Systematic policies, practices, and stereotypes work against youth of color to undermine their strengths, deplete their resilience, and compromise their outcomes".<sup>1</sup>

Historically, BIPOC-led organizations, trusted and rooted in their communities, address health inequities and respond to the unique needs and challenges of people of color. Most BIPOC-led organizations have faced structural barriers, limited access to local, state, federal and philanthropic funding opportunities, and experienced racism firsthand. Despite these challenges, BIPOC-led organizations have still managed to offer culturally responsive programs, resources and support. Lastly, some BIPOC-led organizations have developed programs yet lack the funding to launch these programs or increase their service capacity.

The Hogg Foundation is compelled to support organizations whose mission aligns with the goals of this initiative. Through this initiative, the foundation intends to fund BIPOC-led organizations with a history of providing culturally responsive programs, resources, and support for TAYCF. The foundation is particularly interested in organizations that have supported TAYCF during times of heightened racial injustice, race-related trauma and most recently the pandemic.

## 2. Proposed Activities

Activities proposed by applicants seeking funding through this initiative should consider the following questions:

*How has my organization supported TAYCF during this time of racial injustice, race-related trauma, and the pandemic?*

*How can my organization support TAYCF to successfully transition to adulthood?*

*How can my organization help contribute to creating a stronger support system for TAYCF?*

*If awarded, how could the funding support the programs and resources we currently provide to TAYCF?*

Applicants might offer the following types of activities but are not limited to:

- Independent, life skills support: self-care, healthy relationships, personal safety, health care, nutrition and cooking, home management, money management, personal, social and emotional growth, problem solving and decision making, awareness and how to access community resources
- Mentoring, rites of passage, and life coaching
- Vocational/education skills and support
- College or career readiness, work or supportive (-ed) employment resources
- Age-appropriate peer support
- Innovative or non-traditional resources and support

### **3. Who Can Apply (Eligible Organizations)?**

The foundation intends to fund and support BIPOC-led organizations with demonstrated commitment, expertise, and leadership serving TAYCF, whose values, vision, and mission align with the goals of the initiative.

This funding opportunity will be offered over two years, for up to ten eligible organizations ready to launch or expand existing programs, resources and support for TAYCF in their communities.

Black, Indigenous, and/or people of color (BIPOC)-led, nonprofit 501(c)(3) organizations, governmental entities and institutions of higher education in Texas are eligible to submit a Letter of Interest.

Applicants must be Texas-based and have offices, chapters or affiliates in Texas. Examples of eligible organizations include nonprofit community-based organizations; nonprofit mental health and consumer run organizations; faith-based organizations; secondary schools, colleges and universities; research-based organizations; and state, regional and local government agencies.

If the applicant represents an institution of higher education, and the population of focus is BIPOC students on the college track, the foundation will give preference to Historically Black Colleges and Universities and Hispanic Serving Institutions.

If the applicant does not have a current 501(c)(3) status, they will need to partner with a 501(c)(3) nonprofit to serve as the fiscal agent and manage the fiscal responsibilities and fiscal requirements of the grant.

### **4. Important Dates**

**Zoom Teleconference Registration Deadline:** 11:59 pm CST, Monday, February 21, 2022

The foundation offers potential applicants the opportunity to learn more about this exciting initiative by participating in a Zoom teleconference. Potential applicants are asked to register in advance [online](#) by 11:59 pm CST, Monday, February 21, 2022, to receive the log-in information and participate. 2022, to receive the log-in information and participate.

**Zoom Teleconference Question Submission Deadline:** 5:00 pm CST, Monday, February 21, 2022

Please send questions for the foundation to address during the Zoom teleconference via email to [hogg-grants@austin.utexas.edu](mailto:hogg-grants@austin.utexas.edu) by 5:00 pm CST, Monday, February 21, 2022.

**Zoom Teleconference - Potential Applicants:** 10:00 –11:00 am CST, Tuesday, February 22, 2022

The Zoom teleconference for potential applicants will be held 10:00 - 11:00 am CST, Tuesday, February 22, 2022. During the teleconference, foundation staff will provide an overview of the funding opportunity and respond to questions received in advance. If there is time remaining, we will open the teleconference for a live question and answer session.

All questions addressed during the teleconference will be added to the frequently asked questions (FAQ) section on the initiative page of the Hogg Foundation website by Friday, February 25, 2022. If you are unable to attend, you may access the recording of the zoom conference on our [FAQs](#).

**Fluxx Registration Deadline:** 11:59 pm CST, Friday, March 4, 2022

**Letter of Interest Submission Due Date:** 1:00 pm CST, Friday, March 11, 2022

**Notification of foundation decision on LOIs:** Late March 2022

**Notification of invitation to submit full proposals:** Early April 2022

**Pathways for Success Award Notification:** May 2022

**Pathways for Success Two-Year Grant Term:** July 1, 2022 – June 30, 2024

## 5. Initiative Background

The Hogg Foundation believes mental health is not solely an individual responsibility, but also [a product of community environments](#), and the potential for change is greater when we focus our efforts on diverse, historically excluded or underserved populations. The places where people live, learn, work, play and pray can have a significant impact on improving mental health. Community organizations can play a large role in filling the gaps of fragmented systems when a crisis like the COVID-19 pandemic occurs. By working together, we can positively influence individuals' well-being and change the patterns of mental illness across Texas.

Nationwide, there is growing momentum to address health disparities and inequities with several philanthropic efforts to improve health outcomes in communities. Last year, the Hogg Foundation was honored to receive funding from the Chan Zuckerberg Initiative (CZI) to address these pressing needs. The foundation awarded nine organizations throughout Texas through the [Communities for Children](#) initiative. Now, in 2022, CZI is once again partnering with the foundation to address the disproportionate impact of racial injustice, race-related trauma, and pandemic on TAYCF.

The pandemic has had a profound impact on the mental health and well-being of youth in many ways, particularly BIPOC youth. According to the recent report of the National Academies of Sciences, Engineering, and Medicine, “the impacts of the COVID-19 pandemic and heightened racial trauma have caused an unprecedented disruption in the lives of youth ages 10-18, leading to an increase in mental health concerns...Disrupted sleep, school closures, social isolation, financial hardship, and racial trauma — including violence against Black communities, protests against that violence, and the disproportionate impact of COVID-19 on marginalized communities — have changed the lives of youth in 2020 and 2021”.<sup>2</sup>

TAYCF face unique challenges in their transition from youth to adulthood. This transition process may involve accessing educational and employment opportunities including career and technical education, financial aid, and obtaining employment related services and support. Youth, including those not furthering their education, may require support to perform basic life skills in addition to finding stable housing, accessing adequate health care, and other meaningful supports and services to assist in their journey toward adulthood.

According to Daniel Dawes, director of the Satcher Health Leadership Institute at Morehouse School of Medicine, “COVID-19 has further exposed and compounded the negative impact of health disparities for people of color. These inequities have drawn attention to the harmful effects of social and political determinants of health experienced by communities of color resulting in poor mental and physical health, and negatively impacting academic performance, relationships, and future success for transition-age youth.”<sup>3</sup>

Regarding BIPOC-led organizations, it is reported that organizations led by people of color are awarded fewer grants. In addition, they are seen as less trusted to make decisions about how those grant funds are spent than non-BIPOC-led organizations, according to a report by the consultant firms of Bridgespan and Echoing Green.

In addition, the report indicates, for BIPOC-led organizations, there are four critical barriers that nonprofit leaders face in raising money from philanthropy including:

- Getting connected: Inequitable access to social networks that connect nonprofits to philanthropic leaders.
- Building rapport: Interpersonal biases that make it hard for BIPOC leaders to build trust and strong relationships with philanthropic leaders.
- Securing support: Mismatches between outdated or inflexible philanthropic models of finding and evaluation and approaches that are culturally relevant in the communities that nonprofits are serving.

- Sustaining relationships: Barriers, such as inflexible or outdated strategy and evaluation requirements, that inhibit the long-term relationships (and funding streams) between funders and nonprofits.<sup>4</sup>

Lastly, the authors strongly recommended that funders partner with and support BIPOC-led organizations as well as invest funding to support youth and youth programs.

Building Movement Project's report, *On the Frontlines: Nonprofits Led by People of Color Confront COVID-19 and Structural Racism*, shines a spotlight on how 2020's social upheavals are affecting people of color-led (POC) nonprofit organizations and their communities, programs, leadership, and financial sustainability. BIPOC-led organizations are challenged and attempting to adapt to meet the pressing demands of their communities and filling gaps left by ineffective government policies and systems. In the current climate, POC-led nonprofits have become the vanguard of crisis response in their communities. Given the slow and/or ineffective responses of government, communities of color have come to rely on POC-led nonprofits to meet the emergent needs of their communities. Organizations led by people of color are preparing for multiple crises in the immediate future due to unmet survival needs, a resurgence of COVID-19, and policies that criminalize communities of color.<sup>5</sup>

Furthermore, the report expresses concern about the long-term financial stability of the BIPOC-led nonprofit sector. Most organizations reported being stable financially due to a variety of factors such as flexibility by current foundation grants. Other funding support included new responsive grant awards, general operating support opportunities, securing emergency funding, and federal CARES Act loans. Despite the additional support, many continue to express concern about their long-term funding sustainability.

For years, non-BIPOC-led organizations have received funding to focus on TAYCF. Yet these organizations are often limited in their worldview perspective of the life experience of TAYCF. As a result, they may create traditional, culturally limited programs, resources, and support without considering the cultural needs, interests, and voice of this specialized population. In addition, non-BIPOC-led organizations may not value the importance of including a diverse leadership and staffing composition that reflects their service population. In many instances, non-BIPOC-led organizations lack the diverse leadership necessary to effectively address disparities and health inequities. Ultimately, we aim to support BIPOC-led organizations committed to meeting the unique needs of TAYCF during this time of heightened racial injustice, race-related trauma and the pandemic.

## **6. Frequently Asked Questions (FAQs)**

Please visit our [Frequently Asked Questions](#) (FAQs) for a listing of terms and definitions used throughout this funding announcement.

## **7. How to Submit a Proposal**

**Letter of Interest Submission Due Date: 1:00 pm CST, Friday, March 11, 2022**

Applicants interested in submitting a Letter of Interest in response to this funding opportunity must submit the Letter of Interest and supporting documentation using [Fluxx](#), the foundation's grants management system. Fluxx registration is required for organizations without an existing account by 11:59 pm CST, Friday, March 4, 2022.

For new Fluxx users, to create a new account, visit <https://hogg.fluxx.io> and click "Create an account now" at the bottom right of the Fluxx welcome page. You will need your organization's federal tax identification number.

For existing Fluxx users, if you have a username, but have forgotten the password, click "Reset or create password" on the left side of the Fluxx welcome page.

Once application materials are submitted through Fluxx, you will receive an automated email confirmation, or an alert if materials fail to upload. If your application is incomplete, you will be asked to complete your application materials promptly.

Need help? For step-by-step instructions, check out the [Fluxx How-To Guide](#). For support with the online submission process contact Grants Management at (512) 475-7089 or [hogg-grants@austin.utexas.edu](mailto:hogg-grants@austin.utexas.edu). For technical support, contact Information Technology at (512) 475-7050.

## 8. Review and Selection

Factors used to evaluate the Letters of Interest for this Pathways for Success initiative include:

**Applicant Background:** Describe your organization's mission and vision as a BIPOC-led organization.

1. Describe how your board, executive leadership and staffing composition reflect the proposed population of focus.
2. Share how your organization has been programmatically and/or fiscally impacted during the pandemic.
3. Describe internal support for the project, including leadership.

**Proposed Demographics and Needs:** Describe the proposed TAYCF populations', demographics and needs, including:

1. The population of focus who will benefit from this grant, including age, race and ethnicity, and socio-economic status.
2. The needs, challenges, and opportunities to be addressed in this project.
3. The geographic area (e.g., city/county, zip codes, neighborhoods, etc.).
4. Any data sources for relevant facts and information that support the demographics and need.

**Proposed Goals:** Describe the main purpose of your project, including:

1. The goals of the project.
2. The strategies or methods that will be used to achieve the goals.

**Proposed Description and Activities:** Describe how you intend to accomplish the goals of the project, including:

1. The activities (type and frequency) to be conducted during the grant term.
2. How the desired goals are determined and if they include TAYCF input.
3. How the activities will achieve the desired goals and outcomes.
4. Key partners and individuals responsible for carrying out activities.

**Background Information and the Ability to Complete Project:** Describe your mission and vision and how they align with the project, including:

1. Experience with programs, resources, and supports, that assist TAYCF transitioning to adulthood and strengthens their mental health and well-being.
2. History of relevant programs and accomplishments.
3. Relevant community involvement.
4. History of population served or impacted.

Foundation staff will use a rating instrument to evaluate the merits of the Letters of Interest.

In Stage One, foundation staff will review eligible Letters of Interest. All applicants will be notified of the foundation's decision in March 2022. A select pool of applicants will be invited to Stage Two and will have approximately four weeks to submit their full proposal after notification. Final decisions on the grant awards will be made in May 2022.

## **9. Reporting Requirements**

Once awarded, grant partners will be responsible for reporting the progress of their Pathways for Success projects. Requirements and due dates will be clearly stated in the statement of agreement (grant contract) between the grant partner and the foundation and agreed upon prior to the beginning of the grant term. The grant partner will be required to submit an annual narrative and fiscal report for each grant period.

## **10. Questions and Answers**

A comprehensive listing of answers to commonly asked questions can be found on our [FAQ](#).

The foundation's communication with potential applicants is limited to the teleconference, email correspondence, and the foundation's website. The foundation will not accept phone calls regarding the request for Letters of Interest except for questions related to technical issues with the online submission process. For support with the online submission process contact Grants Management at (512) 475-7089 or [hogg-grants@austin.utexas.edu](mailto:hogg-grants@austin.utexas.edu). For technical support, contact Information Technology at (512) 475-7050.

Questions about the request for Letters of Interest may be emailed to [hogg-grants@austin.utexas.edu](mailto:hogg-grants@austin.utexas.edu). Responses that may be relevant to other potential applicants will be posted on the foundation's FAQ webpage. Please visit the request for Letters of Interest webpage frequently for new and updated questions and answers.