



RICHMOND MEMORIAL HEALTH FOUNDATION

# STRATEGIC FRAMEWORK

JULY 1, 2022 - JUNE 30, 2027

# AGENDA

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Today we plan to cover:

- Welcome, strategy drivers, our commitments (Mark)
- Our shift to general operating support (Gladys)
- Mission alignment (Michael)
- Getting in the door (Albert)
- Grants timeline (Kendra)
- Grants process (Lisa)
- What to expect, wrap up (Gladys)
- Q+A (All)





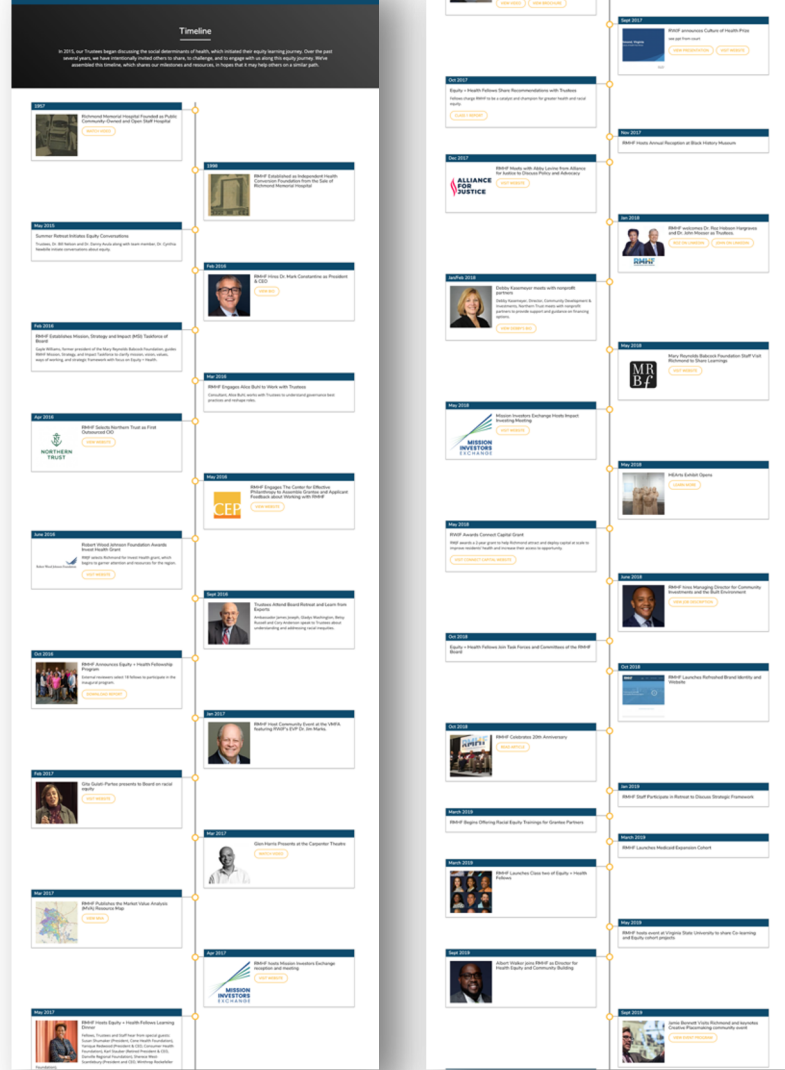
# OUR TRUSTEES

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# OUR EQUITY JOURNEY

(WEBSITE TIMELINE)



# INTERNAL WORK

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**JIM MARKS**



**GLENN HARRIS**



**GITA GULATI-PARTEE**



**ABBY LEVINE**



**ALICE BUHL**



**GLADYS  
WASHINGTON**



**AMBASSADOR  
JAMES JOSEPH**



**SUKARI PINNOCK**



**GAYLE WILLIAMS**



**YANIQUE  
REDWOOD**



# TRUSTEE DRIVEN

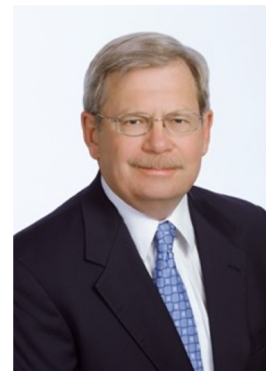
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**REGGIE GORDON**  
BOARD CHAIR



**DR. VANESSA  
WALKER HARRIS**  
PROGRAM &  
EVALUATION  
COMMITTEE CHAIR;  
EQUITY TASKFORCE PAST-  
CHAIR



**DR. BILL NELSON**  
PROGRAM &  
EVALUATION  
COMMITTEE PAST-CHAIR

# FELLOWSHIP REPORTS



# EQUITY SCORECARD



## Equity + Health Fellowship Scorecard



www.mhffoundation.org

DRAFT

Equity + Health Fellowship Scorecard | September 2018 | www.mhffoundation.org

### Goal 1: Dismantling Structural Racism

#### Projected Outcome #1

By 2020, 500 individuals will increase their understanding of the links between structural racism and health equity through training and deliberation.

#### To-Date Accomplishments

Roughly 115 individuals have received training and sessions sponsored by RMHF since January 2018, including Artists, and participants in the Glenn Harris lecture.

#### Projected Outcome #2

By 2020, at least five public or nonprofit organizations will have adopted changed practices or policies that lead to more equitable distribution.

#### To-Date Accomplishments

RMHF supported the Richmond City Fire Chief to participate in PolicyLink Equity Conference, and has connected leadership from the Government Alliance for Racial Equity (GARE) and the Mayor's Office. RMHF serves on advisory committee of VCU Health Equity Steering Committee. RMHF works with Robins Foundation to co-sponsor the Glenn Harris equity lecture and explore further shared work.

#### The Year Ahead



- All grantees selected to receive funds through 2018 Medicaid expansion RFP will complete racial equity impact assessment.
- All 2018 RMHF grantees receiving grants greater than \$25k will participate in racial equity training.
- 2018 HEARTS grantees will participate in racial equity training.
- RMHF staff will participate in racial equity impact assessment training.
- RMHF will survey 18 2017 E + H Fellows to assess what organizational policies and practices have been adapted since participation.

### Internal assessment: Individual Goal Progression

#### Goal 1: Dismantling Structural Racism

Model and support practices across sectors that explicitly promote racial equity and improve health outcomes.

By 2020, 500 individuals will increase their understanding of the links between structural racism and health equity through training and deliberation.

By 2020, at least five public or nonprofit organizations will have adopted changed practices or policies that lead to more equitable distribution.

#### Goal 2: Opening Up Decision-Making Power

Invest in the development and participation of traditionally underrepresented community members to be decision-makers and leaders in fostering equity.

By 2020, RMHF will have trained and supported 75 grassroots leaders who are serving in pivotal roles in the community working for health equity.

By 2020, RMHF and 50% of RMHF grantees use a participatory decision-making process that honors citizen input and empowers affected communities to advance health equity.

#### Goal 3: Addressing Historical Patterns of Exclusion

Be a catalyst for greater racial equity and diversity in nonprofit hiring and governance in the region.

By 2020, 100% of RMHF grantees will have participated in racial equity training.

By 2020, 50% of grantees apply a racial equity framework to their organizations and change internal and external policies and governance practices as a result.

By 2022, there will be a 30% increase in representation of people of color among RMHF and community partner grantee board members.

#### Goal 4: Improving the Social Determinants of Health Through Policy Change

Advocate for federal, state, regional, and local public policies that foster health and equity in the region.

By 2018, RMHF has an explicit policy to support advocacy, and is actively engaged in advocating and/or supporting public policy changes by 2019.

By 2020, RMHF is explicitly supporting annually at least three organizations and initiatives that advance public policies to foster health equity.

By 2020, at least two public policies to advance health equity at the state, federal, or regional level have been influenced as a result of RMHF support.

DRAFT FOR RMHF TRUSTEE REVIEW

DRAFT FOR RMHF TRUSTEE REVIEW






# DEFINING HEALTH EQUITY FOR US

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Health equity means that everyone has a fair and just opportunity to be as healthy and well as possible. This requires engaging communities and partners to reduce health disparities by removing obstacles to health such as poverty, discrimination, and their consequences.



# DEFINING RACIAL EQUITY



ABOUT ▾ OUR WORK ▾ MEDIA ▾ EVENTS ▾ PRESS ▾ **DONATE NOW**

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## WHAT IS RACIAL EQUITY?

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*"Racial equity is about applying justice and a little bit of common sense to a system that's been out of balance. When a system is out of balance, people of color feel the impacts most acutely, but, to be clear, an imbalanced system makes all of us pay."*

~ Glenn Harris, President, Race Forward and Publisher, Colorlines

**At Race Forward, we define racial equity as both an outcome and a process.** As an outcome, we achieve racial equity when race no longer determines one's socioeconomic outcomes; when everyone has what they need to thrive, no matter where they live. As a process, we apply racial equity when those most impacted by structural racial inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.

Imagine two neighborhoods.

In one neighborhood is a family of four, the Smiths. The Smiths' neighborhood is stagnating, with abandoned homes, poor schools, and over-policing. Most of their neighbors, including themselves, are people of color.

In the adjoining neighborhood is a family of three, the Jones. The Jones' neighborhood has plenty of fresh food markets, a robust bus system, parks, health centers and good schools. Families flock there because all of these services translate to economic opportunity and good health. Most of the families who live in this neighborhood, including the Jones, are White.

The racial composition of their neighborhoods didn't just happen on their own. Who lives in which neighborhood and

**“Advancing racial equity can’t be a fair-weather commitment - not in this current moment and not as we move forward beyond it. We’re at a juncture that calls for us to center communities, specifically those that have had decades of disinvestment.”**

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Sarida Scott, Program Officer,  
W.K. Kellogg Foundation



**We have an opportunity to deepen our  
commitment to health **AND** racial equity.**

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# 2019 STRATEGIC FRAMEWORK

With the full support of our Trustees, we are making some changes in our practices.

- 1 Our partners spoke about the value of **general operating support grants**. Recognizing the critical importance of unrestricted capital to support mission-aligned organizations, we will increase our use of grants that provide general operating support.
- 2 Our partners strongly encouraged RMHF to provide **multi-year funding**. We are pleased to report that — beginning immediately — RMHF will incorporate multi-year funding opportunities in our three portfolios: Access to Health Care, Equity + Health, and Health Equity, Arts, & the Built Environment.
- 3 In response to the recommendations of both cohorts of our Equity + Health Fellows, we will significantly increase RMHF's investments to support **policy and advocacy** work.
- 4 In response to the recommendations of both cohorts of our Equity + Health Fellows, we will increase our investments to support **community engagement, leadership development, and capacity building for neighborhood and resident-led efforts**.
- 5 We will continue to offer **racial equity trainings** to grantee partners and will open these opportunities up for more members of our community to participate.
- 6 We will explore ways to **streamline our end-of-year reporting requirements** to facilitate learning between RMHF and its partners.

We are sensitive to the demands placed on our partners and are open to suggestions about how we can best support shared learning and relationship building among people and organizations engaged in common causes. We want to support our partners in ways that are meaningful, responsive, and appropriate, without placing undue burdens on busy people.

# OUR FOCUS TODAY

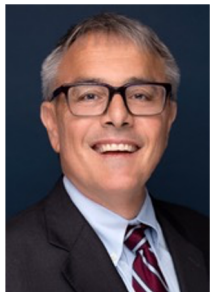
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**Multi-year General  
Operating Support**



# RMHF TEAM

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PRESIDENT & CEO



**GLADYS KRIGGER  
WASHINGTON**  
SENIOR FELLOW



**MICHAEL SMITH**  
PROGRAM & STRATEGY  
OFFICER



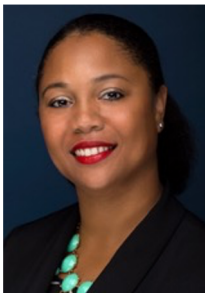
**ALBERT WALKER**  
PROGRAM & STRATEGY  
OFFICER



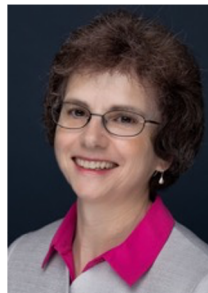
**GAYE RYAN**  
EXECUTIVE ASSISTANT



**STACY BUCHANAN**  
COMMUNICATIONS  
ADVISOR



**KENDRA JONES**  
SPECIAL PROJECTS  
OFFICER & ACCOUNTANT



**LISA BENDER**  
LEARNING OFFICER &  
GRANTS MANAGER

# FUNDAMENTAL SHIFT IN OUR APPROACH

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## PROGRAMMATIC FOCUS

We fund programs in these areas as they relate to health equity:

Access to  
Health Care

Housing and  
Built  
Environment

Capacity  
Building

HEArts

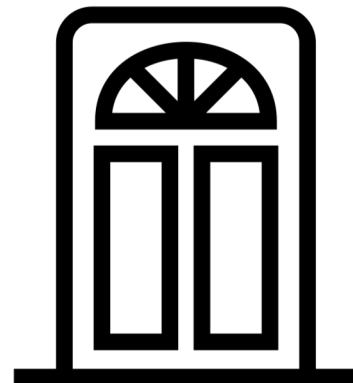
HEAL

Black- or  
Brown-led  
Grassroots  
Cohort

COVID  
Response

## GENERAL OPERATING

We fund organizations that are mission aligned. All come through the front door.



# WHY THIS SHIFT MATTERS

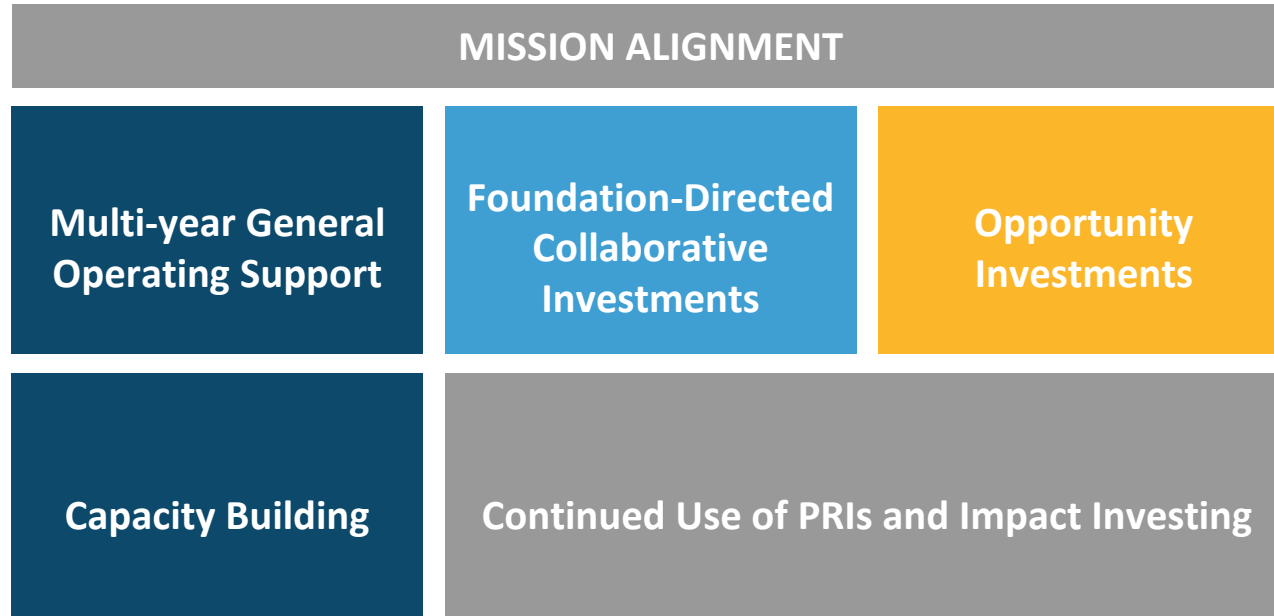
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Partners will experience:

1. Access to more flexible funding.
2. Support for work *they* believe is most critical for addressing community opportunities and challenges.
3. Infrastructure or overhead support not covered by project/programmatic grants.
4. Potential to build fundraising, planning and other systematic capacities for long-term sustainability.

# GRANTMAKING FRAMEWORK (2022-2027)

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# WHAT IT MEANS TO BE MISSION ALIGNED

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Based on our own mission of “**fostering an equitable and healthy Richmond region,**” we have developed simple guidelines for assessing mission alignment.

The core work of the organization:

1. Advances health and racial equity.
2. Embodies an understanding of the social determinants of health.
3. Impacts those most affected by inequities.

In addition, we will give priority to organizations that show evidence of internal work at the Board and staff levels to advance Diversity, Equity and Inclusion.

# SOCIAL DETERMINANTS OF HEALTH





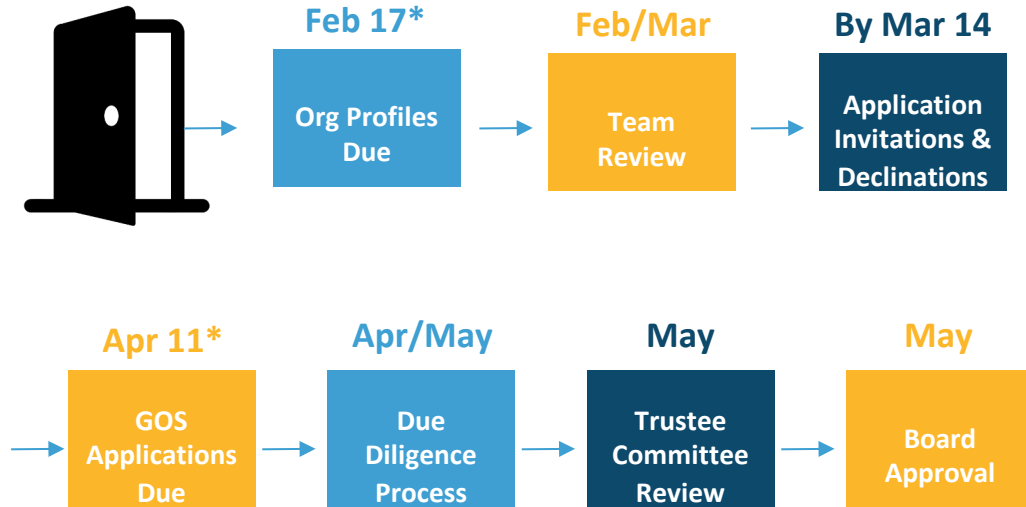
## GENERAL OPERATING SUPPORT

# GETTING IN THE DOOR

- The process of applying is **open** to any organization that is mission-aligned with RMHF and have a track record of working towards advancing health and racial equity, with a clear understanding of the social determinants of health.
- An organization may complete an **Organizational Profile** for consideration by the Program Team with an Invitation to Apply or a transparent declination that indicates the specific reasons for the declination.
- The **Invitation to Apply** will be a proposal formatted for a general support request that encompasses the organization's mission, constituents, priorities, strategies, goals, track record, analysis and proposed outcomes.
- **Multi-year General Operating Support** grants range from \$20-100k. No more than 30% of general operating budget for any organization.



# GRANTMAKING TIMELINE



Final awards / declinations communicated in early June.

\*All due dates are COB



# ACCESSING OUR GRANTS MANAGEMENT PORTAL

[https://rmhf.fluxx.io/user\\_sessions/new](https://rmhf.fluxx.io/user_sessions/new)



**RICHMOND MEMORIAL HEALTH FOUNDATION**

Fostering an equitable and healthy Richmond Region

Richmond Memorial Health Foundation

Login Now:

Username

Password

Sign in

[Reset or create password](#)

New to the Grants/Awards Portal?

Complete Your Registration

Registration

In order to be considered for grant funding, you must complete our registration form. **Please click on the "Create an Account Now" button at the bottom of the page to start.** You will not be able to edit your registration after submission, so please ensure you have entered accurate information (including email address) when completing the registration form.

Portal Access

After submitting your registration, you will then receive an email notification from the Foundation with login information which will give you access to the portal. Should you be invited to apply for funding, this portal will also give you access to our application forms and other related templates.

Returning to the Grants/Awards Portal?

Portal Access

In order to be considered for grant funding please login to your account and complete any required forms in the portal. If your organization is invited to apply, you will be given access to our application forms.

Create an Account Now



[Privacy Policy](#) [Accessibility](#)

NAVIGATING OUR

# GRANTS MANAGEMENT PORTAL

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Please allow at least 2 days for login credentialing.



**RICHMOND MEMORIAL HEALTH FOUNDATION**

Fostering an equitable and healthy Richmond Region

## Richmond Memorial Health Foundation

This quiz is to assist you in making a preliminary determination whether your organization is eligible to apply for a grant. We strongly encourage you to read RMHF's [Grant Guidelines & Eligibility Criteria](#) for more detailed information before applying for a grant. Please contact Lisa Bender, Grants Manager at [lbender@rmhfoundation.org](mailto:lbender@rmhfoundation.org) with any questions.

### Eligibility Quiz


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Is your organization a nonprofit or government entity?

Are you located within, or have programs that serve any or all of these localities: The City of Richmond, Chesterfield County, Hanover County, Henrico County, Goochland County, Powhatan County?



# GRANTS MANAGEMENT PORTAL



INFORMATION

Grantee Portal

ORGANIZATIONS (1)

Organization Information Page (1)

PEOPLE (1)

People (1)

REQUESTS (8)

Pending Requests (1)

Requests to Edit

Submitted Requests (7)

GRANTS (1)

Active (1)

Closed

FLUXX

Welcome to the Applicant/Grants/Award Portal!

Apply for Grant Funding

From this webpage, you can . . .

- Submit an Organizational Profile or application (if invited) for funding
- Track the status of your pending proposal
- Review your current grant(s) and report due date(s)
- Monitor grant payments

HOW TO USE THE PORTAL

Please read these instructions carefully as they have changed and can affect your application submissions (especially the Organization Information Page).

In the dashboard to the left, you have access to the following:

**ORGANIZATIONAL PROFILE AND APPLICATION INFORMATION**

- In order to access the Organizational Profile or application (if invited to apply), click on the **APPLY FOR FUNDING** button to the right side. If you are required to complete the Organizational Profile, select the 'Grant Type' for the funding you are seeking. For example, if you are seeking General Operating Support, select this in the dropdown 'Grant Type.' You will be notified if your organization is invited to apply and under Requests on the left-hand side you will see a 'Pending Request.' Clicking on this will take you to the application.


If you do not want to "submit" after saving information on the Organizational Profile or application, please return later to "Pending Requests" and from here the information can be edited, saved and/or be submitted. The edit icon on a form is always at the top of the page.

**ORGANIZATION INFORMATION PAGE**

- The Organization Information Page on the left hand side is considered part of the application and must be completed before you will be allowed to submit your application (**this is not required for submitting an Organizational Profile**). If you have previously applied for a grant, please update your organization's information as necessary. Updating the information is required in order to submit a new application.

REQUESTS

# ORGANIZATIONAL PROFILE



RICHMOND MEMORIAL HEALTH FOUNDATION  
Fostering the Wellbeing and Resilience of the Community

INFORMATION

Grantee Portal

ORGANIZATIONS (1)

Organization Information Page (1)

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Submitted Requests (7)

GRANTS (1)

Active (1)

Closed

FLUXX

Organization

Location

Primary Contact

Add New

Organization Head

Add New

Grant Type

Organizational Profile

This contact information is pulled from your **Organization Information Page**. If any changes are needed, please make them in the **Contact Information** section on that page.

Organization Address:

xxx

Richmond, VA, 33333

United States

Website:

fakey.com

Phone:

555-555-5555

What is your organization's mission and major strategies (not programs or activities)? Include the constituency, including but not limited to socio-economic data and geography your organization serves.

Save and Continue

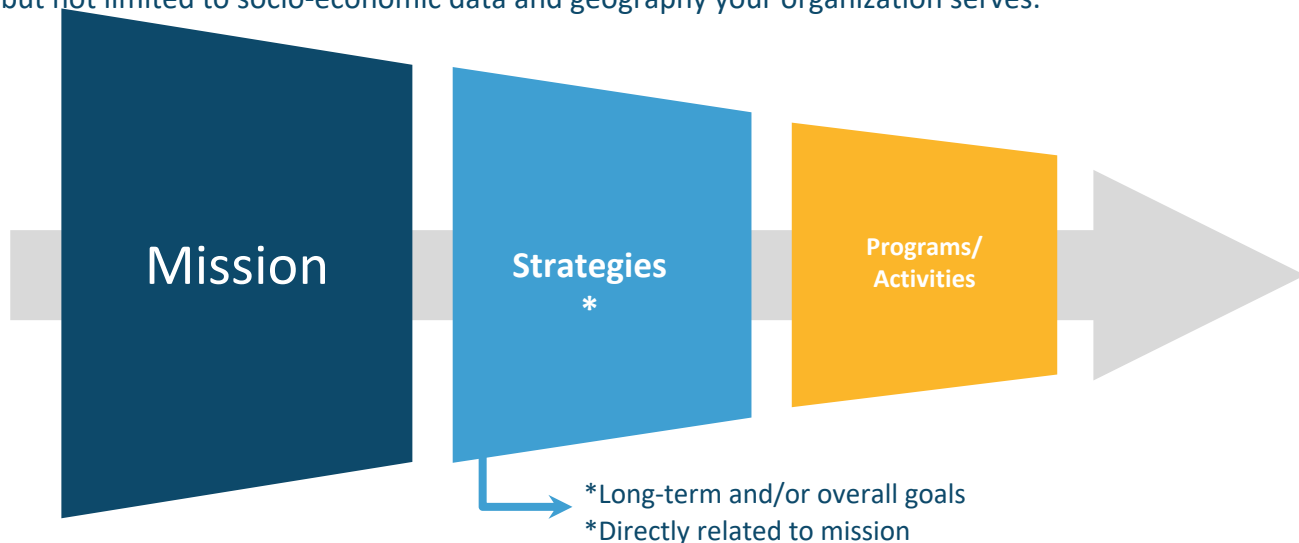
Save and Close

Cancel

# ORGANIZATION PROFILE

Organizations interested in applying for **General Operating Support** should create a profile in our grants management system and answer the following questions:

1. What is your organization's mission and major strategies (not programs or activities)? Include the constituency, including but not limited to socio-economic data and geography your organization serves.



# EXAMPLE: ORGANIZATION X

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## Mission

Support grassroots community organizations in the rural X seeking racial, economic, and environmental justice by providing financial resources, technical assistance, training, and access to systems of information and power.

## Strategy

Stabilize and strengthen community organizing groups.

## Programs / Activities

- Develop community leaders in an intergenerational framework
- Provide funding and technical assistance to build organizational capacity
- Support peer-to-peer learning between and among community leaders



# ORGANIZATION PROFILE

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Organizations interested in applying for **General Operating Support** should create a profile in our grants management system and answer the following questions:

1. What is your organization's mission and major strategies (not programs or activities)? Include the constituency, including but not limited to socio-economic data and geography your organization serves.
2. Over the past two years, what has been the impact of your work on advancing Health AND Racial Equity?
3. Over the past three years, how has your organization worked to integrate diversity, equity and inclusion?
4. Describe your organization's relationship/connections with People of Color and/or low-wealth people. What roles do they play in governance and decision-making?
5. If your organization is engaged in a network/coalition, describe the nature of the network/coalition, including strategies, partners and roles to advance health and racial equity.
6. Request for other Funding (Not available at this time, **enter N/A**)
  - a. If your organization wishes to apply for Capacity Building support or an Opportunity grant, briefly describe the specifics of support/opportunity. (If applying for General Operating Support enter "N/A")

# WHAT'S AHEAD

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- Login to Fluxx and submit organizational profile. Enter “N/A” for question #6.
- Another webinar for those invited to apply.
- Plan to launch Capacity Building and Opportunity Investments later in 2022, accepting rolling submissions. Will kick off with information sessions like this one.

# Q+A

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