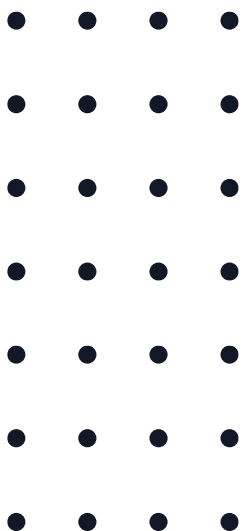


East King County **City Human Services Funding** *Equity Recommendations*

April 9, 2021



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The kind of change we are after is cellular as well as institutional, is personal and intimate, is collective as well as cultural. We are making love synonymous with justice.

Prentis Hemphill (They/Them), writer, healer, teacher, Somatics practitioner, and Former Healing Justice Director for the Black Lives Matter Global Network



Prentis's Podcast:
Finding Our Way

Partnering together to improve **accessibility and equity** in the cities' human services funding application and decision-making process

Support the **successful launch and growth** of local “by and for” *BIPOC- and immigrant-led nonprofit efforts based in East King County

*BIPOC (Black, Indigenous, People of Color) and Immigrant led organizations that solely or predominantly serve communities of color, and are led by people from the same communities they serve.



We especially support Eastside based “by and for” efforts that...

- haven't yet applied for city funding
- have been denied funding
- may be receiving a disproportionately low level of funding



Recommendations from Eastside “By and For” BIPOC- and Immigrant-Led Nonprofits

- Regular, ongoing anti-bias and equity training for human services staff and commissioners that incorporates an overview of Eastside populations (demographics, needs, strengths)
- Address/improve recruitment, application, and selection process for Human Services Commissioners using an equity lens





➤ **Track and utilize data each funding cycle**

- % of efforts funded that are BIPOC “by and for” programs/services, including specific populations served
- Number of organizations funded that were founded on the Eastside and Eastside based
- % of asked vs. awarded amounts, comparing BIPOC “by and for” to other organizations
- % of grantees who are first time applicants



- Regular meetings to build relationships, exchange information (human services staff, commissioners, and BIPOC “by and for” nonprofit leaders/community members
- Assess eligibility and application requirements using an equity lens; when possible, standardize across cities who participate in joint application process
- Communication/feedback to applicants



See additional recommendations in *Transforming Capacity Support and Equity in Nonprofit Funding* ([*BIPOC Nonprofit Advocates*](#))

