2025 APPLICATION QUESTIONS

**Hispanic Impact Fund & Women’s Fund**

**This document is for reference ONLY. All applications must be filled out and submitted through the Foundation’s online grant portal.**

Introduction & Eligibility

Thank you for your interest in Austin Community Foundation's 2025 Grant Cycle. Grant cycles for the Hispanic Impact Fund and the Women's Fund happen concurrently. Applicants should submit one application, regardless of whether they’re applying for a grant from the Hispanic Impact Fund, the Women’s Fund, or both.

* While all questions exist in one application, organizations must select the specific Fund(s) they are applying toand complete the unique questions from that Fund to be considered. If you would like to jump ahead to those questions, please use the following links:
  + [Hispanic Impact Fund Questions](#_Hispanic_Impact_Fund)
  + [Women’s Fund Questions](#_Women’s_Fund_2025)

Please note all proposals for the Hispanic Impact Fund and Women’s Fund grant cycle are due **Thursday, July 31, by 5 p.m. Central Time**.

**Timeline**

* Application opens: Monday, June 2, 2025
* RFP Release Webinars:
  + Hispanic Impact Fund: Tuesday, June 3, 12-1:00 p.m. CT – [RSVP here](https://us02web.zoom.us/webinar/register/WN_U-0PG2rXSfubJP2i4PN_zQ#/registration)
  + Women’s Fund: Thursday, June 5, 12-1:00 p.m. CT - [RSVP here](https://us02web.zoom.us/webinar/register/WN_P7UjxskwQOWTYQeODSQ1Ow)
* Applications due: Thursday, July 31, 2025 at 5 p.m. CT
* Learning sessions with semifinalists: October 10 – October 31, 2025
* Award decisions announced: Monday, December 1, 2025

**Connect with Us**

* **Grant Opportunity Contact:** Zoë Morrisey, Community Impact Grants Coordinator [**zmorrisey@austincf.org**](mailto:zmorrisey@austincf.org)

Funding Categories

As the Central Texas region balances on an inflection point of growth and change, our work and leadership are focused on closing the opportunity gap through our signature programs, the Hispanic Impact Fund and Women’s Fund.

Please see the **strategy areas** of each of our Program Funds below:

**Hispanic Impact Fund:** Awards funding to organizations and programs that fit into one of the following strategy areas:

* **Early Childhood Education**: *Kindergarten-readiness is essential for improving long-term academic outcomes for Latino children.* The Fund invests in organizations that provide access to affordable, high-quality pre-K and early childhood education starting at age 3, building the pipeline from cradle to career for Latino families.
* **Health & Wellness:** *Access to affordable, preventative healthcare is a key factor in helping Latino families avoid unexpected health crises and resultant financial ruin.* The Fund invests in organizations that expand access and create pathways to quality physical and mental healthcare services that are culturally competent, secure, and honor privacy.
* **Job Skills & Entrepreneurship:** *Many Latinos are confined to minimal incomes.* The Fund invests in organizations that advance workforce development and entrepreneurship through skills training, expert advising, and access to capital—enabling individuals to build careers and grow sustainable businesses.
* **Leadership Development:** *Latinos in Central Texas represent a third of the population, however, they are not proportionately reflected in key leadership positions across all sectors.* The Fund invests in organizations that develop the potential of emerging Latino leaders by expanding access to tailored training and opportunities that unlock pathways to increase representation across sectors.

**Women's Fund:** Awards funding to organizations and programs providing direct services and systems-level change in the following strategy areas:

* **Child Care:** Expand access to safe, quality, culturally competent, and affordable childcare for low-income families.
* **Education:** Provide access to an ecosystem of support—academic, emotional, and financial—for women pursuing educational dreams.
* **Housing:** Support access to affordable housing opportunities that include a network of support and/or opportunities for long-term wealth building.
* **Unintended Pregnancy Prevention:** Increase access to consumable, unbiased pregnancy prevention resources.
* **Women’s Health:** Reducing health disparities experienced by women facing the greatest barriers to care.

**Funding awarded from any one Program Fund does not exclude an organization from receiving funding from other Program Funds.** Past grant recipients may apply for funding from either the Hispanic Impact Fund or Women’s Fund.

* **Please note:** Organizations that received a multi-year grant award in 2024 from the Women’s Fund or Hispanic Impact Fund are noteligible to reapply in 2025 under the same strategy for which they are still being awarded funds. Unsure about your eligibility? Reach out to [impact@austincf.org](mailto:impact@austincf.org).

Application Resources

We highly encourage you to review the rubric, strategy statements, and guiding definitions for each Fund to get a better understanding of the criteria that will be applied to your proposal and to guide you in submitting a successful application. Those documents can be found here: [Hispanic Impact Fund](https://www.austincf.org/grant/hispanic-impact-fund/) / [Women’s Fund](https://www.austincf.org/grant/womens-fund/).

## Introductory Questions

**Location**\*

Does your organization work in Central Texas (Travis, Bastrop, Burnet, Caldwell, Hays, and/or Williamson counties)?

**Choices:** Yes / No

**Charitable Status**\*

Please select the designation that fits your organization.

**Choices:**

* 501(c)(3): public charities
* 501(c)(3): private foundations
* Tax-exempt churches and religious organizations
* Fiscally sponsored projects
* Government entity
* Other

**If you selected "other" in Charitable Status above, please explain here:**

*Character limit: 250*

**If you are applying with a fiscal sponsor, please share their organization name and EIN here:**

*Character limit: 250*

**Austin Community Foundation does not grant funds for:**

* Endowment funds
* Scholarships
* Religious organizations for religious purposes
* Fundraising activities or events
* Umbrella funding organizations that intend to distribute funds at their own discretion
* Individuals
* Organizations with discriminatory hiring practices based on race, gender, sexual orientation, religion, etc.

**Do you confirm your organization does not meet any of these restrictions and would not use ACF funding for these purposes?**\*

**Check box:** I agree

# Demographic Profile

#### Demographic Profile

Our Programs seek to partner with organizations whose leadership, staff, and board represent the populations they serve.

Where applicable, please share numbers for a full 12-month time period. This can be the latest full year where the data is available, your fiscal year, or a calendar year—whichever is easiest for your organization to provide.

**Remember, in each of the charts, the total at the bottom should be equal to your organization's total for that specific population**. For example, the total under "People Served" should be equal to the number of people your organization serves within your chosen 12-month time period.

### People Served Demographics – Income\*

Percent of those you project to serve who are at or below 200% of the federal poverty level (for a family of 4 in 2025, this is an annual income of [$64,300](https://aspe.hhs.gov/sites/default/files/documents/dd73d4f00d8a819d10b2fdb70d254f7b/detailed-guidelines-2025.pdf)). If you do not collect this information, please put your best-estimated percentage.

**Note**: Answers must be between 0-100%.

*Character Limit: 3*

**People Served Demographics –** **Location\***

Percent of those you project to serve who live in Central Texas (Travis, Burnet, Bastrop, Caldwell, Hays, and Williamson County). If you do not collect this information, please put your best-estimated percentage.

**Note:** Answers must be between 0-100%.

*Character limit: 3*

**People Served Demographics –** **Race & Ethnicity\***

Please complete with data reflecting the population served by your organization. Estimates are acceptable and should be input as the **number of individuals**, **notpercentages.**

If your organization does not have members in a certain category, put 0 in the field. If an individual identifies as more than one race, please include them in the "other" category.

|  |  |
| --- | --- |
| **Demographic** | **Number of People Served in this Demographic** |
| Asian |  |
| Black/African American |  |
| Hispanic/ Latina/ Latino |  |
| Indigenous/Native American |  |
| Native Hawaiian/Pacific Islander |  |
| White/Caucasian |  |
| Other |  |
| Unknown |  |
| **Total** |  |

**Board Member & Executive Staff Demographics - Race & Ethnicity\***

Please complete with data reflecting the board and executive staff of your organization. Estimates are acceptable and should be input as the **number of individuals**, **notpercentages.** If your organization does not have members in a certain category, put 0 in the field. If an individual identifies as more than one race, please include them in the "other" category.

|  |  |
| --- | --- |
| **Demographic** | **Number of Board Members and Executive Staff in this Demographic** |
| Asian |  |
| Black/African American |  |
| Hispanic/Latina/Latino |  |
| Indigenous/Native American |  |
| Native Hawaiian/Pacific Islander |  |
| White/Caucasian |  |
| Other |  |
| Unknown |  |
| **Total** |  |

**Non-Executive Staff Demographics - Race & Ethnicity\***

Please complete with data reflecting the non-executive staff of your organization. Estimates are acceptable and should be input as the **number of individuals**, **notpercentages**.

If your organization does not have members in a certain category, put 0 in the field. If an individual identifies as more than one race, please include them in the "other" category.

|  |  |
| --- | --- |
| **Demographic** | **Number of Non-Executive Staff in this Demographic** |
| Asian |  |
| Black/African American |  |
| Hispanic/Latina/Latino |  |
| Indigenous/Native American |  |
| Native Hawaiian/Pacific Islander |  |
| White/Caucasian |  |
| Other |  |
| Unknown |  |
| **Total** |  |

### If you are not able to report on any of the above categories, please explain why:

*Character Limit: 3000*

### Representation Information\*

Austin Community Foundation seeks to partner with organizations whose staff, boards and leadership reflect the clients served. Provide additional background information that will help contextualize the representation information you provided. What successes or challenges has your organization experienced related to diversity and representation?

*Character Limit: 10,000*

Organizational Information & Budget

**Organization Name\***

*Character limit: 100*

**Incorporation Date\***

*Character limit: 10*

**Mission Statement\***

*Character limit: 10,000*

**Annual Operational Budget\***

*Character limit: 20*

**Budget Narrative**

Provide any additional details about your budget attachment (**upload at bottom of application**) that you want reviewers to be aware of.

*Character limit: 3,000*

Assurance Checklist

I certify that the organization submitting this proposal meets the following criteria or can provide a reasonable alternative method to meet standards.

**Board Activity\***

The board meets regularly, has an active committee structure, terms, and recruits new members periodically.

**Choices:** Yes / No

**Policies\***

The organization has written personnel, operating, and financial management policies.

**Choices:** Yes / No

**Controls\***

The organization has internal controls in place to manage expenditures of these grant funds and is able to maintain appropriate financial records.

**Choices:** Yes / No

**Additional Comments**

If you selected no for any of the statements above, please provide comments and alternative methods for meeting the criteria in the space below.

*Character limit: 3,000*

# Attachments

### IRS Determination Letter\*

Please provide a copy of your IRS Determination Letter. If you are working with a fiscal sponsor, please provide their IRS Letter as possible.

*File Size Limit: 2 MB*

### Current Operating Budget\*

Please upload Organization’s current operating budget (a [template](https://www.austincf.org/wp-content/uploads/2025/03/ACF-Operational-Budget-Template.xlsx) is provided for your use but it is not required, you may submit your organization’s own working document) your organization’s own working document)

*File Size Limit: 5 MB*

### If you are applying with a fiscal sponsor, please share their organization name here.

*Character Limit: 250*

### Organization Logo\*

### Please select the Program Fund(s) for which you are applying: \*

**Choices:**

Hispanic Impact Fund Women's Fund

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## Hispanic Impact Fund 2025 Grant Cycle

**Please note this application is due on Thursday, July 31, by 5 p.m. CT.**

**Introduction**

Austin Community Foundation (ACF) believes that advancing the economic mobility of Latinos is essential to closing the opportunity gap in Central Texas.

This grant cycle, the Hispanic Impact Fund will be awarding funding to organizations that provide direct services and/or systems-level change in one of the following strategy areas:

* **Early Childhood Education**: *Kindergarten-readiness is essential for improving long-term academic outcomes for Latino children.* The Fund invests in organizations that provide access to affordable, high-quality pre-K and early childhood education starting at age 3, building the pipeline from cradle to career for Latino families.
* **Health & Wellness:** *Access to affordable, preventative healthcare is a key factor in helping Latino families avoid unexpected health crises and resultant financial ruin.* The Fund invests in organizations that expand access and create pathways to quality physical and mental healthcare services that are culturally competent, secure, and honor privacy.
* **Job Skills & Entrepreneurship:** *Many Latinos are confined to minimal incomes.* The Fund invests in organizations that advance workforce development and entrepreneurship through skills training, expert advising, and access to capital—enabling individuals to build careers and grow sustainable businesses.
* **Leadership Development:** *Latinos in Central Texas represent a third of the population, however, they are not proportionately reflected in key leadership positions across all sectors.* The Fund invests in organizations that develop the potential of emerging Latino leaders by expanding access to tailored training and opportunities that unlock pathways to increase representation across sectors.

In each strategy area, four grants will be distributed as follows:

* **Winning Finalist:** $55,500 total; a multi-year grant over two years
* **Runner-up Finalist:** $38,000 total; a multi-year grant over two years
* **Two Semifinalists:** $22,000 total; a one-year grant

We highly encourage you to review the [scoring rubric](https://www.austincf.org/wp-content/uploads/2025/05/2025-HIF-Rubric.pdf) to get an understanding of the criteria that will be applied to your proposal and to guide you in submitting a successful application.

**Hispanic Impact Fund Application Note:**

* You may only select one funding strategy when submitting your application.
* Organizations that received a multi-year grant award in a previous grant cycle are not eligible to reapply under the same strategy for which they are still being awarded funds. You can find the details for 2024 grantees [online here](https://www.austincf.org/our-programs/economic-mobility/hispanic-impact-fund/grant-partners/).

In total, $550,000 in unrestricted, general operating support will be awarded to 16 different nonprofit organizations aligning with Hispanic Impact Fund strategies.

Below are the Fund-specific questions that will be scored as part of your application if you are seeking a grant from the Hispanic Impact Fund. To help you prepare, we recommend drafting your answers in this document before submitting them through our online portal.

Funding Area & Narrative

**Narrative Questions**

*Please note: While there is no set character limit per response, our system cannot accept responses exceeding 10,000 characters.*

1. **Strategy Area**\* – Please check the Hispanic Impact Fund Strategy area that aligns with your organization’s mission and activities as it relates to this proposal. **(select one)**
   1. Early Childhood Education
   2. Health & Wellness
   3. Job Skills & Entrepreneurship
   4. Leadership Development
2. **Strategy Alignment**\* – Please share how your organization’s mission and work is addressing or meeting the need outlined in the Hispanic Impact Fund strategy you selected in question 1.
3. **Impact**\* – Please share an example or story that demonstrates the impact of your work, and describe how your work makes a meaningful difference for the individuals and/or communities you serve?
4. **Goals, Outcome & Evaluation**\* – What does success look like for your organization in your chosen strategy area, both now and in the future? In addition, please share how you track your progress toward your goals.
5. **Cultural Competency & History with Priority Population**\* – Please share how your work is informed by the voices, needs and lived experiences of the people you serve. Include your history working with this population, existing partnerships and how your organization is accessible, responsive, and convenient for people served.

**Grants Process Information**

*This information is not included (scored) in your consideration for funding.*

1. **Brief Description**\* – In 150 words or less, please describe your organization and proposed activities. This **exact** **text** will be used if your organization is presented to Hispanic Impact Fund Investors and Community Reviewers for voting. Please do not include your organization’s name or any identifying information in this description. Voting will be conducted without Finalists being identified to reviewers.
2. **Virtual Learning Session Availability**\* –Should your organization be recommended for a grant and proceed to the next stage of the review process, you will be invited to participate in a 1-hour Virtual Learning Session between **October 10 – October 31**. **Before submitting your application, click the** [**link here**](https://austincf.formstack.com/forms/2025_learning_sessions_hif)**, to submit your availability for this potential meeting.** If weekday availability is not possible, please make note of that in the form. Please only suggest dates/times that you’ve confirmed are available for all individuals you would like to participate on the Learning Session. There are no requirements for who must participate; however, we recommend a mix of executive leadership, program staff, and/or people served (if appropriate), and only permit up to three (3) representatives total to attend.We recommend holding these times on your calendar(s) now to ensure availability. You will be notified by October 6th if you’ve been selected to move forward.

### Confirmation - Zoom Learning Session Hispanic Impact Fund\*

I confirm I filled out the Zoom Learning Session Availability Form for the Hispanic Impact Fund.

**Choices**: Yes / No

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## Women’s Fund 2025 Grants Cycle

**Please note this application is due Thursday, July 31, by 5 p.m. CT.**

**Introduction**

Austin Community Foundation (ACF) believes that advancing the economic mobility of women and children is essential to closing the opportunity gap in Central Texas.

This grants cycle, the Women’s Fund will be awarding funding to organizations which provide direct services and/or systems-level change in one of the following strategy areas:

* **Child Care:** Expand access to safe, quality, culturally competent, and affordable childcare for low-income families.
* **Education:** Provide access to an ecosystem of support—academic, emotional, and financial—for women pursuing educational dreams.
* **Housing:** Support access to affordable housing opportunities that include a network of support and/or opportunities for long-term wealth building.
* **Unintended Pregnancy Prevention:** Increase access to consumable, unbiased pregnancy prevention resources.
* **Women’s Health:** Reducing health disparities experienced by women facing the greatest barriers to care.

In each strategy area, three grants will be distributed as follows:

* **Winning Finalist:** $60,000 total; a multi-year grant over two years
* **Runner-up Finalist**: $30,000 total; a one-year grant
* **Semifinalist:** $20,000 total; a one-year grant

We highly encourage you to review the [scoring rubric](https://www.austincf.org/wp-content/uploads/2025/05/2025-WF-Rubric.pdf) to get an understanding of the criteria that will be applied to your proposal and to guide you in submitting a successful application.

**Women’s Fund Application Note:**

* You may only select one funding strategy when submitting your application. To be considered in multiple strategies you must submit separate proposals for each strategy.
* While applicants can be considered in multiple strategy areas, they may only proceed to the Semifinalist stage in one. If recommended as a Semifinalist in more than one category, the category in which the applicant scored/ranked highest will be the category in which they are considered for funding.
* Organizations who received a multi-year grant award in the 2024 grant cycle are not eligible to reapply in 2025 under the same strategy for which they are still being awarded funds. You can find the details for 2024 grantees [online here](https://www.austincf.org/our-programs/economic-mobility/womens-fund/grant-partners/).

In total, $550,000 in unrestricted, general operating support will be awarded to 15 different nonprofit organizations aligning with Women’s Fund strategies.

Below are the Fund-specific questions that will be scored as part of your application if you are seeking a grant from the Women’s Fund. To help you prepare, we recommend drafting your answers in this document before submitting them through our online portal.

Funding Area & Narrative

**Gender Identity**\*

Please use categories based on how individuals self-identify. The total here should be equal to the total numbers in the first grid above.

|  |  |
| --- | --- |
| **Gender Identity** | **People Served** |
| Men |  |
| Women |  |
| Non-binary and/or genderqueer |  |
| Prefer not to identify |  |
| Unknown |  |
| **Total** |  |

**Narrative Questions**

*Please note: While there is no set character limit per response, our system cannot accept responses exceeding 10,000 characters.*

1. **Strategy Area**\* – Please check the Women’s Fund’s strategy area that aligns with your organization’s mission and activities as it relates to this proposal. (**select one**)
   1. Child Care
   2. Education
   3. Housing
   4. Unintended Pregnancy Prevention
   5. Women’s Health – Tackling Health Disparities
2. **Strategy Alignment**\* – Please share how your organization’s mission and work is addressing or meeting the need outlined in the Women’s Fund strategy you selected in question 1.
3. **Approach**\* – Please describe your organization’s approach and how it uniquely meets the needs you’ve identified. How is your work data-informed or based on best practice?
4. **Goals, Outcome & Evaluation**\* – What does success look like for your organization in your chosen strategy area, both now and in the future? In addition, please share how you track your progress toward your goals.
5. **Cultural Competency & History with Priority Population**\* – Please share how your work is informed by the voices, needs and lived experiences of the people you serve. Include your history working with this population, existing partnerships and how your organization is accessible, responsive, and convenient for people served.
6. **Systems-Level Change**\* *(Note: this question is not scored)* – Please share any ways in which your organization is making an impact on any systems-level causes of the needs your work addresses, or how you help to broadly advance the economic security of women. (example: advocacy)

**Grants Process Information**

*This information is not included (scored) in your consideration for funding.*

1. **Brief Description**\* – In 150 words or less, please describe your organization and proposed activities. This **exact** **text** will be used if your organization is presented to Women’s Fund Investors and Community Reviewers for voting. Please do not include your organization’s name or any identifying information in this description. Voting will be conducted without Finalists being identified to reviewers.
2. **Virtual Learning Session Availability\*** – Should your organization be recommended for a grant and proceed to the next stage of the review process, you will be invited to participate in a 1-hour Virtual Learning Session between **October 17 – October 31**. **Before submitting your application, click the** [**lin****k here**](https://austincf.formstack.com/forms/2025_learning_sessions_wf)**, to submit your availability for this potential meeting.** If weekday availability is not possible, please make note of that in the form. Please only suggest dates/times that you’ve confirmed are available for all individuals you would like to participate on the Learning Session. There are no requirements for who must participate; however, we recommend a mix of executive leadership, program staff, and/or people served (if appropriate), and only permit up to three (3) representatives total to attend. We recommend holding these times on your calendar(s) now to ensure availability. You will be notified by October 10th if you’ve been selected to move forward.

### Confirmation - Zoom Learning Session Women's Fund\*

I confirm I filled out the Zoom Learning Session Availability Form for the Women's Fund.

**Choices:** Yes/No