

# Thank you for joining, we'll begin soon

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Hispanic Impact Fund 2025 RFP Release Webinar



# Welcome to the Hispanic Impact Fund RFP Release Webinar

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Hispanic Impact Fund 2025 RFP Release Webinar



# Today's Agenda

- / Introductions & ACF Overview
- / Hispanic Impact Fund 2025 Grant Opportunity
- / Eligibility
- / Completing the RFP
- / Scoring & Awards
- / Applicant Resources
- / FAQs & Tips
- / Q&A

# Introductions & ACF Overview

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Hispanic Impact Fund 2025 RFP Release Webinar



# Austin Community Foundation Staff



**Adiee Gonzales**  
Sr. Manager,  
Community Impact



**Rachel Joachimi**  
Grants Coordinator



**Zoë Morrissey**  
Community Impact  
Grants Coordinator

# About ACF

## Our Mission

We mobilize ideas and resources to strengthen Central Texas.

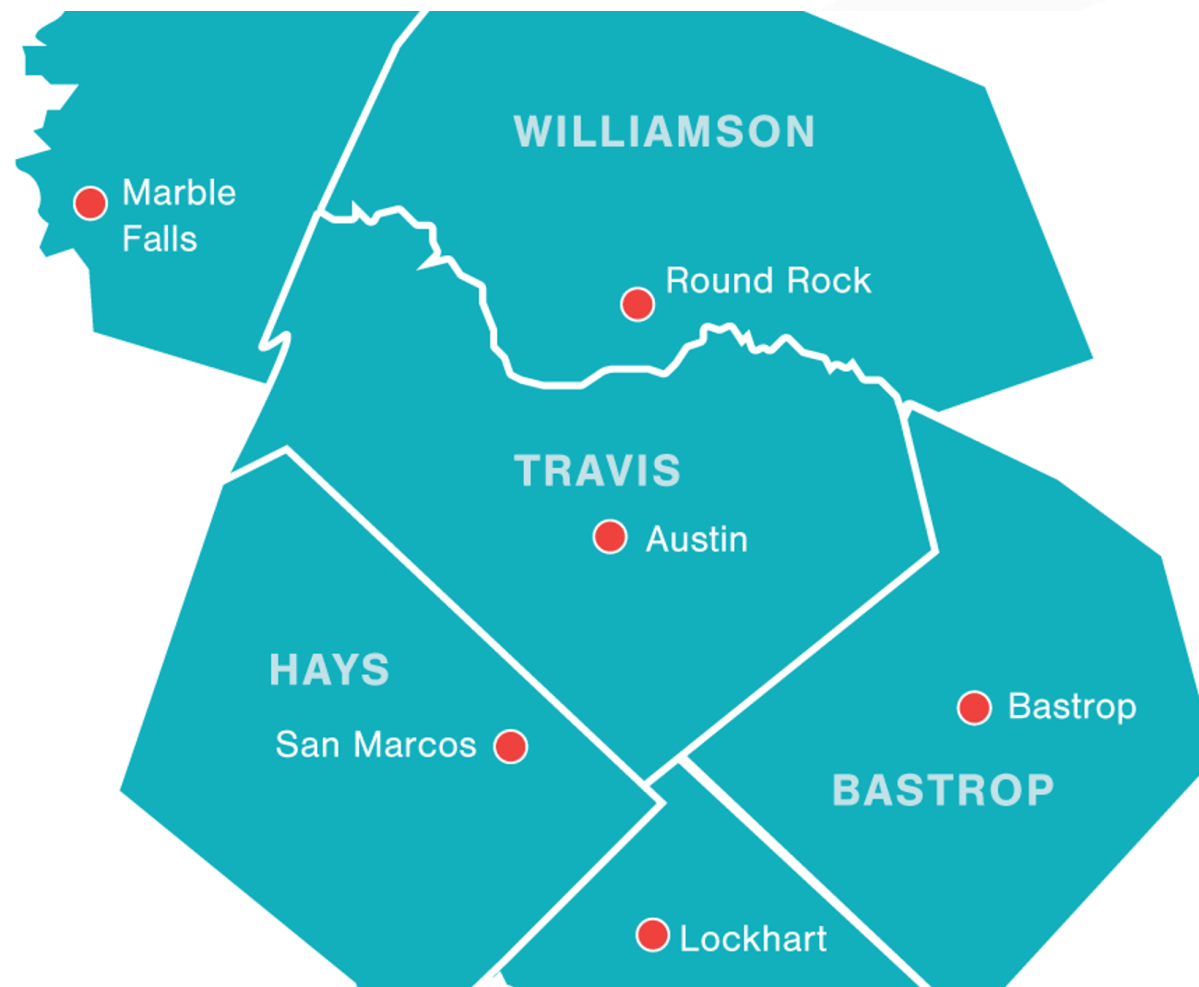
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## Our Vision

A vibrant and equitable community where everyone can contribute and find opportunity.



# Our Service Area



# Signature Programs Grant Cycle

- / The grant cycle for Hispanic Impact Fund and Women's Fund happen at the same time, through a joint application
- / Across Funds, 31 grants will be awarded totaling **\$1,100,000**



# Hispanic Impact Fund 2025 Grant Opportunity

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# Hispanic Impact Fund

- / A strategic program of Austin Community Foundation dedicated to supporting the economic mobility and advancement of Hispanic Central Texans, an essential priority for the future of our region
- / Since 2018, the Fund has awarded over \$2 million in grants to more than 60 Latino-serving nonprofits across Central Texas



**In total, \$550,000 in unrestricted general operating support will be awarded to 16 different organizations.**

- / 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

16 Grantee Organizations				
Four awards per strategy				
	Early Childhood Education	Health & Wellness	Job Skills & Entrepreneurship	Leadership Development
FINALIST	\$55,500	\$55,500	\$55,500	\$55,500
	\$38,000	\$38,000	\$38,000	\$38,000
SEMIFINALIST	\$22,000	\$22,000	\$22,000	\$22,000
	\$22,000	\$22,000	\$22,000	\$22,000
Awarding a total of \$550,000!				

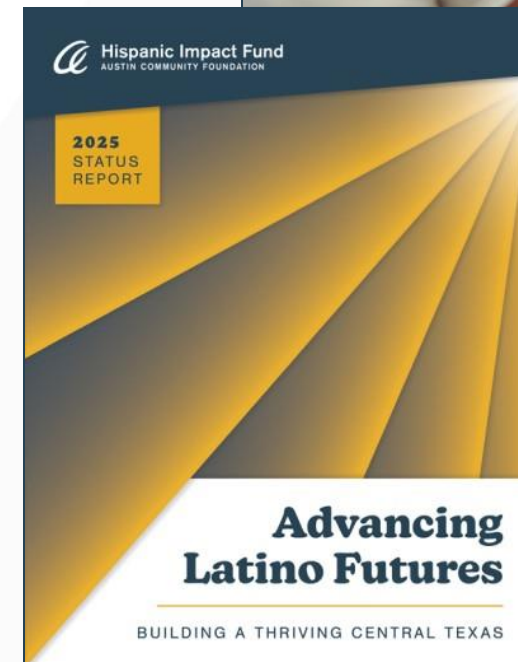
# 2025 Strategy Update

## / Strategy Labs

- / Convened HIF investors, stakeholders, nonprofit leaders and community members to review and update strategy statements based on the 2025 **Advancing Latino Futures Report** and community needs

## / Strategy Refinement

- / This community-led process helped us to refine 3 of the 4 key strategy areas:
  - / Health & Wellness
  - / Job Skills & Entrepreneurship
  - / and Leadership Development



# Grantmaking Strategies

/ We invest in the following:



**EARLY  
CHILDHOOD  
EDUCATION**



**HEALTH &  
WELLNESS**



**JOB SKILLS &  
ENTREPRENEURSHIP**



**LEADERSHIP  
DEVELOPMENT**

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# Early Childhood Education



- / ACF will invest 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



/ ACF will invest 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



/ ACF will invest 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



- / ACF will invest 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.

# Selecting the Right Strategy

- / Select the strategy that best aligns with your organization's mission, current work, and where you can demonstrate meaningful impact
- / Refer to our guiding definitions to understand the specific meanings of key terms used in each strategy statement
- / Organizations can only apply in one strategy area



## 2025 GRANT CYCLE Strategy Statements & Guiding Definitions



We invest in direct services and systems-level change in the following impact 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.

## Guiding Definitions

- / **Access** – Impact area is approached or addressed through either direct services provided to the end user or by advocating for systems-level change that will have broader, or more long-term, benefits for Latinos.
- / **Careers** – Living-wage, stable, and advancement-oriented occupations that offer individuals and families the opportunity for long-term economic mobility and financial security.
- / **Culturally Competent** – The ability to understand, appreciate, and interact with people from cultures or belief systems different from one's own. Suggests an ability by health care providers and organizations to understand and respond effectively to the cultural and linguistic needs brought by patients.
- / **Emerging Leaders** – Individuals—typically high school age and above—who have demonstrated leadership potential or interest.
- / **Healthcare Services** – Includes the formal delivery of healthcare by trained professionals and facilities that increase the likelihood of desired health outcomes and are consistent with evidence-based professional knowledge. Services should be effective, safe, and people-centered.
- / **High-Quality Pre-K** – Families have access to options that meet their needs, and all areas of a child's development is fostered by responsive, nurturing, and engaging care—with educators who are well-qualified and well-paid—including culturally and linguistically responsive and developmentally appropriate for all children.
- / **Minimal incomes** – Annual household earnings below 200% of the Federal Poverty Level. For a family of 4 in 2025, this is an annual income of \$64,300.
- / **Secure** – Services that are reliable, consistently available, and delivered by trusted providers. It ensures that individuals can count on ongoing access to care, feel safe engaging with the system, and have confidence that their health needs will be met with respect and continuity.

**A note on terminology:** In the United States, there is a complex discussion between the terms Hispanic, Latino, and Latinx for individuals of Latin American descent. While many Latinos identify based on their country of origin, there is a need to measure our shared experience. According to the Pew Research Center, Hispanic was put into use by the United States (U.S.) government in the 1970s after Mexican Americans and other Spanish-speaking organizing groups demanded the federal government officially collect data on Spanish-speaking populations. The term Latino was first used by the federal government in the 1990s when many Latino groups cited that the term Hispanic embraced the Spanish colonialism of the Americas. The Hispanic Impact Fund has adopted both Latino and Hispanic, using them interchangeably.

# Eligibility

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# Eligibility Considerations

- / All applicants must be tax-exempt organizations or units of government serving the six county Central Texas region - **Bastrop, Burnet, Caldwell, Hays, Travis, or Williamson counties**. This includes organizations that are fiscally sponsored by a nonprofit.
- / **ACF does not fund:**
  - / Endowment funds
  - / Religious organizations for **religious purposes**
  - / Fundraising activities or events
  - / Political lobbying or legislative activities
  - / Individuals

# Eligibility Considerations Continued

- / If you have a current grant through any ACF program, you must be in compliance with that grant to apply
  - / If you applied for a Forever Austin Fund grant this year, you are eligible
- / Organizations can apply to both the Women's Fund *and* the Hispanic Impact Fund
- / Organizations awarded Women's Fund or Hispanic Impact Fund multi-year grants in 2024, may apply in a *different strategy* than the one they are still receiving payment for

# Completing the RFP

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# 2025 Applicant Key Dates

**RFP Opens**

June 2

**ACF Office Hours**

June 11 – July 28, Mondays & Wednesdays

**Technical Writing Assistance**

June 16 – July 30

**RFP Closes**

July 31

**Initial Declines**

Mid October

**Virtual Learning Sessions**

October 10 – 31

**Award Notifications**

December 1

# Accessing the ACF Grants Portal

- / You will need to log-in (or create a log-in) and submit your application via the ACF grants portal
- / Visit the ACF online grant portal to access the application
- / [Click Here to Access Application](#)
- / **All applications are due Thursday, July 31st**

# Application Sections

- / Introductory Questions - Eligibility
- / Demographic Profile
- / Organization Information & Budget
- / Assurances and Attachments
- / Fund Selection
- / Narrative Questions
- / Additional Unscored Questions

# Eligibility


## Eligibility - Restrictions\*

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?

☒ I agree



# Demographic Profile

- / People served income & location
- / Demographics: Race & Ethnicity for the following
  - / People served
  - / Board and executive staff
  - / Nonexecutive staff

## Representation Information\*

Austin Community Foundation aims to fund organizations whose staff, boards and leadership reflect the people 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?

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# Organization Information & Budget

**Organization Name\***

**Incorporation Date\***

**C. Mission Statement**

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**Annual Budget\***

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**Budget Narrative**

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

# Assurances and Attachments

## / Assurances Checklist

/ You will answer some quick yes/no questions about your organization

## / Attachments

- ☐ Copy of your IRS letter (or the letter for your fiscal sponsor)
- ☐ Operating budget (You can upload a budget your organization already uses or use our provided template to create one)
- ☐ Organization Logo

# Fund Selection



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

- ☒ Hispanic Impact Fund
- ☐ Women's Fund



▼ Hispanic Impact Fund 2025 Grant Cycle Narrative



# Narrative Questions

1. **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)**
2. **Strategy Statement 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.

# Narrative Questions

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**Note: There is a 10,000-character limit per response. We do NOT expect you to reach or get close to this limit. We encourage you to be clear, specific, and grounded in your work.**

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# Additional Unscored Questions

- / **Brief Organization Description:** This is a description of your organization and activities in 150 words or less that excludes your name. If your application advances to the Finalist round, this will be used for the voting process
- / **Virtual Learning Session:** 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, you will use our form to submit your availability for this potential meeting. Please hold dates internally with all participants

# We Appreciate Your Feedback!

- / After you submit your application, you will receive an email with a link to our applicant survey
- / We make improvements to our grant cycle every year based on feedback we get from applicants
- / Look out for the survey email within 24 hours of submission

# Scoring & Awards

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# Rubric

Application Question	Total Possible Points	Weight Toward Total Score
Strategy Statement Alignment	5	25%
Impact	5	25%
Goals, Outcome, & Evaluation	5	25%
Cultural Competency & History with Priority Population	5	25%
Total Narrative Points	20	100%

# How Applications are Scored

- / Your application will be read and scored by a combination of the following categories of reviewers, in partnership with ACF staff. All scorers must participate in unconscious bias training and disclose conflict of interests.
  - / **Grants Committee Members:** Includes Hispanic Impact Fund investors who volunteer their time
  - / **Community Reviewers:** Includes members of the community who bring lived experience relevant to the Hispanic Impact Fund's strategies and individuals who are representative of the communities served by the Hispanic Impact Fund. Community reviewers are provided a stipend for scoring applications

# Semifinalist Stage

*Expect notification in mid October*

**Four** organizations from **each strategy area** will move forward as semifinalists.

## If you are not selected as Semifinalist:

- / You will receive a declination letter via email

## If you are selected as a Semifinalist:

- / We'll reach out to let you know you're moving forward
- / Request some additional information – ACH for sending grant funds & some marketing materials (photos, official logo, social media handles, etc.)
- / Schedule your **Virtual Learning Session** based on the availability you provided in your application

16 Grantee Organizations			
Four awards per strategy			
Early Childhood Education	Health & Wellness	Job Skills & Entrepreneurship	Leadership Development
Semifinalist	Semifinalist	Semifinalist	Semifinalist
Semifinalist	Semifinalist	Semifinalist	Semifinalist
Semifinalist	Semifinalist	Semifinalist	Semifinalist
Semifinalist	Semifinalist	Semifinalist	Semifinalist
Guaranteed \$22,000 in funding			

# Virtual Learning Sessions

- / Virtual Learning Sessions are an opportunity for you to expand on your work and fit for the opportunity
- / All semifinalists are required to attend a 45-minute Virtual Learning Session
- / Questions from the Grants Committee will be shared ahead of time



# Finalist Stage

*Expect notification in mid November*

Once Learning Sessions are completed, Grants Committee meets to discuss and choose **two finalists** in each **strategy area**.

## If you are not selected as a Finalist:

- / You will receive a Semifinalist award letter

## If you are selected as a Finalist:

- / We'll reach out to let you know you're moving forward and the 'Brief Description' you provided in your application will be used for blind voting to determine top award recipients

16 Grantee Organizations				
Four awards per strategy				
	Early Childhood Education	Health & Wellness	Job Skills & Entrepreneurship	Leadership Development
FINALIST	Finalist	Finalist	Finalist	Finalist
	Finalist	Finalist	Finalist	Finalist
SEMIFINALIST	Semifinalist \$22,000	Semifinalist \$22,000	Semifinalist \$22,000	Semifinalist \$22,000
	Semifinalist \$22,000	Semifinalist \$22,000	Semifinalist \$22,000	Semifinalist \$22,000
Awarding a total of \$550,000!				

# Voting

- / Voting will determine the Winning Finalist and Runner-up Finalist in each strategy area
- / Voting will be conducted without identifying information to curb potential biases
- / Voting will be open to all Hispanic Impact Fund supporters and Community Reviewers



# Award Announcement

- / You can expect to hear final funding amounts on **December 1**
- / You'll be sent a grant agreement to sign and return
- / **2025 grant partners are invited to join us at our Grants Celebration in early December**



# Applicant Resources

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# Applicant Resources

- / RFP Webinar Recording & Slide Deck
  - / Scoring Rubric
  - / Strategy Statements & Guiding Definitions
  - / ACF Office Hours
  - / Technical Writing Assistance
- / These resources can be accessed on the [Hispanic Impact Fund Webpage](#)*

# ACF Office Hours

- / ACF Staff will be available for office hours Mondays and Wednesdays from **June 11<sup>th</sup> to July 28<sup>th</sup>**
- / Sign up using the Calendly link on our website, available after the webinar
- / Prior to scheduling an appointment, organizations must have watched the RFP Release Webinar

**Office Hours can assist with questions about:**

- / Organizational Fit
- / Funding Category
- / Eligibility

*Sign up using Calendly!*

# Technical Writing Assistance

- / **New this cycle:** Two consultants + Spanish grant writing support!
- / **This resource is optional, open to all applicants; however, it is intended to provide support to organizations who:**
  - / Are applying for the first time
  - / Don't have a professional grant writer on staff
  - / Limited experience writing grants
  - / Have limited paid staff, or smaller organizational budgets
  - / Are volunteer-led

# Accessing Technical Writing Support

1. Sign-up using **Calendly** to meet virtually with one of our grant consultants
2. Send the consultant your draft in a word document **ahead** of your 1:1 appointment!
3. Attend your scheduled meeting to receive feedback and suggestions



# Meet the Grant Consultants



**Priscilla A. Hale**

Grant Writing Consultant

[pahale@gmail.com](mailto:pahale@gmail.com)



**Cristina Garza**

Grant Writing Consultant

[garza.cristina.j@gmail.com](mailto:garza.cristina.j@gmail.com)

# Where to turn?

## ACF Office Hours

- / Am I eligible to apply?
- / What funding category is best?
- / Available Mondays and Wednesdays, June 11 – July 28



## Technical Writing Assistance

- / How can we effectively demonstrate our impact in the proposal?
- / How do we strengthen our writing for clarity and conciseness?
- / What strategies can we use to make our narrative more persuasive?
- / Available June 16 – July 30

# Additional Support Tips

- / Recommend adding [administrator@grantinterface.com](mailto:administrator@grantinterface.com) to your safe-contacts list to ensure you receive auto-generated emails from the system
- / Reach out to Rachel at [rjoachimi@austincf.org](mailto:rjoachimi@austincf.org) at any time with questions or concerns regarding the grant portal or application

# FAQs

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# Can my organization apply to the Hispanic Impact Fund as well as the Women's Fund?

- / Yes! Eligible organizations are welcome to apply to both funds
- / Being awarded funds from one fund will not disqualify you from receiving a grant from the another
- / We recommend reviewing the strategies, requirements, and timelines for each fund to ensure there is alignment with your work and that your organization has capacity to participate in multiple grants cycles simultaneously

# How will I know if my application is declined? Can I receive feedback?

- / Declination emails will go out in early October
- / If your application is declined, we provide an opportunity to share feedback about the Grants Cycle process

# **We don't exclusively serve Hispanic individuals... Can we apply?**

- / If your organization doesn't serve at, or close to 50% of the populations prioritized by the Hispanic Impact Fund, this might not be the funding opportunity for you**
- / If you are unsure about fit, sign up for Office Hours**

# Do you have any tips for first-time applicants?

- / We encourage you to review the grant scoring rubric, guiding definitions, and requirements early
- / Take care to avoid industry-specific jargon and acronyms when you draft your application
- / Have someone not familiar with your program read your application before submitting. Our Grant Writing Consultants are available to assist you by appointment via Calendly for application review and best tips on completing the application
- / Plan on submitting your application earlier than the deadline so staff can address any last-minute questions you may have



**Questions?**

# Still have questions?

## / Sign up for Office Hours!

- / Available Mondays & Wednesdays starting June 11<sup>th</sup>
- / 20-minute session with ACF staff
- / Only 1 reservation per organization
- / Sign up using the link shared after the webinar





# Hispanic Impact Fund

AUSTIN COMMUNITY FOUNDATION