

## GRANT POLICIES

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### About us

The Women's and Girls' Fund is a leadership initiative of Kern Community Foundation. We seek to transform the lives of women and girls in Kern County by mobilizing the power and passion of women working together. In particular, we EDUCATE to create awareness of women's and girls' needs unmet by current strategies; we ENDOW a permanent fund whose annual yield supports programs benefiting women and girls; and we EMPOWER one another and our girls to become philanthropists and advocates of positive social change.

### Our grantmaking philosophy

The Women's and Girls' Fund values social change grantmaking that focuses on long-term solutions to societal problems facing women and girls in all parts of Kern County. We believe that when women and girls prosper, communities thrive.

### Our focus for 2021-2025 grants - Education

The Women's and Girls' Fund prioritizes requests designed to increase passion and enthusiasm for learning while addressing issues pertaining to **Educational Attainment:**

#### Grades K-8

- Increase the percentage of girls scoring in the "advance/proficient" level on the California Standardized Test or equivalent test.
- Increase literacy including educational success for English learners.
- Encourage interest in STEM fields of study.

#### Grades 9-12

- Increase the percentage of girls scoring in the "advance/proficient" level on the California Standardized Test or equivalent test.
- Decrease need for remediation in math, English, and reading in college.
- Improve success in A-G course requirements for college readiness.
- Increase the graduation rate from high school.
- Increase literacy including educational success for English learners.
- Provide vocational training with an emphasis on living-wage occupations.
- Provide opportunity for success in STEM fields of study.

#### Post-high school/adult education

- Increase the graduation rate from college.
- Provide opportunity for success in STEM fields of study.
- Provide vocational training with an emphasis on living-wage occupations.
- Increase literacy



Transforming the lives of women and girls, WE engage through the power and passion of women working together.

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We also know that employers want employees prepared for success. Success in work, life, and education requires certain soft skills. We will consider grants designed to foster a strong work ethic; reliability and dependability; a positive attitude; being self-motivated; skills in problem-solving, time-management, and communication; self-confidence; and the ability to work in a team structure.

**We value the direct-service work provided by Kern nonprofits and will consider funding these efforts. However, we look for projects that go beyond direct service to:**

- address root causes of problems faced by women and girls
- create underlying and sustainable social change for women and girls as a group
- explore new approaches to solving an issue when status quo has limited effect
- ensure sustainable impact beyond the year that grant monies are received
- cause shifts in individual/community behaviors
- increase skills and/or access to resources for constituents, propelling them to self-sufficiency
- produce leadership from the constituency most directly affected
- extend impact beyond the women and girls immediately involved in the project
- provide potential for replication to multiple sites/communities
- develop ongoing collaboration between the applicant organization and other organizations in the community.

### **Who may apply**

As a field of interest fund of the Kern Community Foundation, we comply with the Foundation's grantmaking guidelines. Organizations should have a 501(c)(3) nonprofit designation or fiscal agent and be registered with Kern Community Foundation. All organizations seeking funds must have current, Silver-level participant status on [GuideStar](#). All must have a presence in Kern County and all programs must benefit women or girls within Kern County.

Funding is typically for one year only. Multi-year grant requests *may* be considered, but applicant should also be prepared to accept one year's funding only. All requested follow-up reports for previous grants from the Foundation (including The Women's and Girls' Fund) must be on file before an agency can apply for additional funding.

Nonprofits submitting full applications should have their organizational profile online at Kern Community Foundation's Nonprofit Search. Contact the Foundation for more information and assistance.

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**The Women's and Girls' Fund WILL NOT provide grants to:** individuals, political campaigns, one-time events, capital fund drives, litigation, programs inconsistent with non-discrimination statutes, religious causes, endowments, reimbursements, scholarships, businesses or for-profit organizations, government agencies except public school districts (although we prefer to grant to a foundation associated with the district), programs that do not specifically address the needs of Kern County women or girls, or any organization that limits options.

While we do not fund religious causes—religious education—we happily fund faith-based organizations doing social change work.

### **Expectations of grant recipients**

Grant recipients will sign a fund agreement with Kern Community Foundation before grant monies are delivered. Grant recipients will be expected to complete interim and final evaluations of their program's outcomes. Forms will be provided. One half of the entire grant amount will be provided upon the Foundation's receipt of a signed fund agreement. The second half of the grant amount will be provided upon the Foundation's receipt of the interim evaluation of the program being funded.

A representative from the successful grantee organization should plan to attend the spring luncheon of The Women's and Girls' Fund, where the award will be made.

Publicity around the grant award is encouraged. Any promotional materials, press releases, etc., produced in connection with the grant award should note that the grant was funded by The Women's and Girls' Fund of Kern Community Foundation. We will happily supply The Women's and Girls' Fund and Foundation logos for use in publicity. Copies of any printed materials and photographs should be shared with the Foundation.

If you have questions please contact Director of Community Impact, Teems Tulfo, 661.616.2603 or [fatima@kernfoundation.org](mailto:fatima@kernfoundation.org).

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