



## **Ms. Foundation for Women Safety Program Guidelines Spring 2005**

### **About the Ms. Foundation For Women**

*Our Mission:* The Ms. Foundation for Women supports the efforts of women and girls to govern their own lives and influence the world around them. Through its leadership, expertise and financial support, the foundation champions an equitable society by effecting change in public consciousness, law, philanthropy and social policy.

*Beliefs & Values Statement:* Our work is guided by our vision of a just and safe world where power and possibility are not limited by gender, race, class or sexual orientation. We believe that equity and inclusion are the cornerstones of a true democracy in which the worth and dignity of every person is valued.

Since its inception in 1972, the Ms. Foundation for Women has engaged in grantmaking, training and technical assistance, donor education, and public education and advocacy campaigns to support the efforts of grassroots women to fight discrimination and violence, develop healthy families, safeguard reproductive rights and achieve economic and social empowerment. Our current grantmaking priorities are: health and safety, economic security, and girls and young women's leadership.

For more information on our programs, please visit our website, [www.ms.foundation.org](http://www.ms.foundation.org).

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## Safety

**The number of men killed in intimate partner relationships has dramatically decreased but the larger number of women killed remains the same.**

*Findings from July 2000 National Violence Against Women Survey co-issued by National Institute of Justice & Center for Disease Control*

In the past 30 years, we have made great strides to recognize gender-based violence, healing the lives of women and girls in its aftermath, intervening through domestic violence shelters and sexual assault programs. These achievements are critical, but not nearly enough. We have done a good job at intervening, but we have yet to make similar strides to prevent violence against women. Gender violence is as present as ever in our lives, topping the list of women's concerns worldwide. It is an alarming fact of life that women have invisibly factored into every aspect of life including where to live and work.

We have had much success, but also have a long way to go. Community education has increased awareness of violence against women, but has not affected the number of women killed by their partners over the years. Concern about youth violence and street crime dominates the public safety debate without a gendered analysis that identifies males as the primary source of violence. Demand for public accountability for women's safety has led to a heavy emphasis on the police and legal systems to punish batterers, without considering potentially negative consequences to women who come in contact with these systems or to the community as a whole. Strategies, shaped and driven by the needs of diverse communities, have not been pursued as an alternative or complement to legal intervention. Services have proliferated to address the urgent needs of millions of survivors, but have often lost the political context that links the work to violence prevention. And, along the way, we have lost the voices of those most affected by this work, further marginalizing survivors, communities of color, and other constituencies. These are not indications of failure, but rather of the magnitude of work that lies ahead.

So, what will it take to end gender-based violence? The Ms. Foundation for Women believes that violence is socially constructed and *preventable*. We are working to help people in communities across the country increase their stake in ending violence, seizing the power and opportunity we all hold to end gender based violence. Over the past two years, the Ms. Foundation has made grants that explore new community-based, prevention-focused strategies. We see many promising ideas pioneered by those who have long sought to end violence against women as well as from those newer to anti-violence work. In this current grant cycle, we will continue to support strategies that position this work within a broader framework of safety and justice for all women and all communities.

## **Spring 2005 Funding Priorities**

### ***Preventing Violence Before It Starts***

The Ms. Foundation applauds the efforts of countless organizations across the country that comprise a crucial infrastructure for intervening in situations of violence against women. We want to build upon this important work by digging deeper at the roots of violence, engaging new partners, strengthening relationships with existing partners, and broadening efforts to address deep interconnections between racism, poverty, and other forms of oppression. We seek organizations that are ready to challenge themselves to go beyond their current work, to evaluate and evolve existing community-based prevention strategies. The Ms. Foundation seeks models for community-centered, rather than agency-driven, strategies. We are looking for work that demonstrates significant engagement from survivors and marginalized communities to actively change the conditions that give rise to violence; to *prevent violence before it starts*.

Our approach to ending gender-based violence begins within the community because it is where we build our core relationships and view of the world; it is where lasting change happens. We are interested in exploring how diverse communities claim ownership of preventing gender-based violence while simultaneously addressing their lived experiences with all forms of violence. We aim to expand who feels invested in ending gender-based violence and seek strategies to engage men and boys, parents, survivors, and communities of color as active participants in this work. We will support strategies for engaging community residents in activities to change behavior in government, institutions, or within their own communities. This work may be led by groups whose primary mission is ending violence or by groups ready and able to make the connections between other social justice work and preventing gender based violence. *We recognize that some of this work is in its beginning stages, and is long-term in nature. We will consider funding both tested models and new approaches, but we are looking for creative strategies around community involvement in new gender-based violence prevention.*

Our specific areas of interest:

#### **Community Accountability & Prevention Strategies**

Over the past 30 years, we have relied heavily on legal and criminal strategies for reducing violence against women. While every state now has some domestic violence and sexual assault laws, this relatively more heavily resourced strategy has not significantly reduced the level of violence in women's lives. In some areas, police and other law enforcement officials may ignore family violence law while in other areas all incidents between non-strangers are categorized as "family violence," leading to mandatory arrests.

There are also many unintended consequences. Women are charged with failing to protect their children from witnessing violence at home, arrested for "mutual" violence, or otherwise become entangled in the criminal legal system as a result of violence in their lives. Communities of color bear the disproportionate burden of unintended consequences as both men and women of color are swept into the system. While effective for some women in individual cases, the overarching numbers speak

to these limitations. Findings from the National Violence Against Women Survey by the National Institute of Justice and Center for Disease Control (July 2000), revealed that the number of men killed in intimate partner relationships has dramatically decreased but the larger number of women killed remains the same.

Strategies driven by and accountable to the community are needed to balance the dominant law enforcement approach to violence against women. We are interested in the next generation of women's anti-violence work to free women of all backgrounds from violence or fear of violence and sexual objectification. We support innovation in *expanding options* beyond intervention services and the criminal legal approach while moving the work forward to preventing gender violence.

We are interested in supporting community-based work that identifies:

- Ways to respond to and prevent violence against women while simultaneously balancing perpetrator accountability with the needs and priorities of diverse communities.
- Key elements of community-based programs that keep women and children safe, and hold abusers accountable, without calling for longer, more punitive criminal punishments.
- How groups from different sectors can work together to develop concrete programs and policies based on social justice principles (e.g. collaborations between women's and men's anti-violence organizations, groups organizing around criminal and social justice issues, etc.)

Some examples of proposals we are interested in:

- Groups working to directly engage their constituencies in challenging systems and institutions, and taking concrete steps to transform who is accountable for addressing and preventing violence in the community
- Community based activities that engage adults in child sexual abuse prevention
- Groups working on issues of state or institutional violence that also have explicit strategies and activities that address connections to gender-based violence

### **Prevention Strategies That Transform Gender Roles**

This next generation of work at the Ms. Foundation is to recognize how the lives of women and girls are intimately linked with men and boys in our families and our communities. We are interested in expanding community accountability to include men and boys as an integral and essential part of the solution to ending violence against women because gender based violence will never end without significant role changes for men and boys. The non-violent majority of men need to play a far greater role in ending violence in all its forms, from interpersonal to state sanctioned violence, transforming those elements of masculinity where violence breeds.

The Ms. Foundation is planting the seeds for partnership between the women's anti-violence movement and a growing effort from men as critical partners in the equation for ending violence. Moving beyond zero sum mentality, we believe that working with men on issues of gender violence is a missing link to advancing women's lives; allowing both genders and all sexual identities to achieve full humanity without violence at the core. We will fund community-based programs that are interested in exploring paradigm shifts in how boys and girls are socialized and what we as a culture

expect from them. We are interested in programs that provide broader community, peer, and adult support for these changing roles.

Over the course of 30 years, many community education initiatives have been created to address and prevent gendered violence, yet their impact has remained limited because we have not emphasized more systemic approaches that would engage a spectrum of players in working to transform gender at its core. While academic research and other studies have developed analyses around gender roles, we are interested in how community interventions go beyond education programs for influencing individual behavior to create structures and strategies for systemic change around gender roles within communities and institutions.

In this next generation of partnership of women and men working to end gender-based violence, we are interested in supporting community-based work that identifies:

- What can programs do to engage communities in understanding how violence is intertwined with gender? What comes after community awareness and education?
- What are examples of program components that go beyond individual intervention to engaging larger systems and wider communities in actively changing social norms around gender roles for both women and men? What are strategies that reflect and address differences across communities?
- How can women actively support men in transforming traditional gender roles to end violence? How can men actively support the work of women? What are examples of new community settings that actively engage both women and men in this work? How would these strategies differ across communities, generational, immigration status and other divides?

Some examples of proposals we are interested in:

- Men's groups in communities of color working on issues of violence, including gender-based violence
- Collaborations between women's anti-violence organizations and father involvement/fatherhood programs to address gender-based violence
- Same-sex anti-violence programs that work to transform how we think about gender roles across race and class

#### **Grant Criteria:**

*To be considered, your organization should demonstrate:*

- Community-centered, rather than agency-driven, strategies
- A violence prevention agenda consciously connected with an analysis of race, class, gender, age, and sexual orientation
- Program activities that actively work to transform traditional gender roles for both women and men
- Genuine decision-making roles for survivors and communities of color
- Evaluation component to measure impact

*Priority will be given to organizations that:*

- Are based in communities of color, GLBTQ, and disabilities communities
- Have significant leadership (board and staff) reflective of their constituency base
- Actively promote leadership of poor women, women of color, immigrants, young women, lesbians, and disabled women
- Demonstrate clear plans and activities that go beyond individual education to impacting systems
- Have limited access to other funding sources

### **Grant Awards:**

The Ms. Foundation makes grants to groups working in the U.S., Puerto Rico and the U.S. Territories. The Safety Program will be making **one-year grants of \$20,000 - \$40,000**. The Ms. Foundation for Women does **not** fund individuals, scholarships, capital or endowment requests, fundraising events, university-based research, or government agencies. While we understand the critical need for direct services, this fund supports activist and community building strategies.

### **Application Procedures**

Please use the following as a checklist in order to ensure a complete application (No faxes or emails please). Submit **one original** (signed) and **two copies** of ALL materials listed below, in the **FOLLOWING ORDER:**

- ❑ *Summary Sheet (no cover letter needed)*
- ❑ *Proposal* (unbound original) – limit 6 pages
- ❑ *Board and staff profile* (see attached)
- ❑ *Board of Directors list* with affiliations
- ❑ *Organizational budget (income and expenses)*  
If your organization's budget is \$500,000 or more, please explain how a grant from the Ms. Foundation will make a difference.
- ❑ *Project budget form, if applicable* (see attached)
  - Please be sure that requested amount in this proposal is the same amount requested on your summary sheet.
  - Please try to match the project budget year with the organizational budget year for comparison purposes. In some cases, the project budget may be the same as the organizational budget.

**Submit one copy of the following documents:**

- ❑ *Copy of 501(c)(3) letter* or letter of agreement with fiscal agent (including fee charged to organization) AND a copy of their IRS determination letter

- ❑ Latest audited financial statements

**Proposal Format:**

- **No more than 6 pages (numbered)**
  - **Minimum font size of 12**
  - **Minimum 1” margins**
  - **Single sided**, covering each of the points below:
1. *Organizational description and history:*
    - ❑ Describe your organization’s mission, organizational goals, major programs, history, accomplishments, primary constituencies and leadership.
    - ❑ A description of how your organization works to engage your constituencies at the center of organizational and programmatic decision-making
  2. *Need for Project:*
    - ❑ Describe briefly the need for your project, including demographics, political climate, and specific problems/ issues to be addressed.
  3. *Program Plan (Please be sure to address all areas below):*
    - ❑ Project Description: Describe the proposed project, specific strategies and methods that will be used to implement the project, and staffing patterns. *Be very specific about what community you will be focusing on, what your experience is with that community, and how you engage the community.*
    - ❑ Vision: Describe how the project fits in with your organization’s long-term strategy and how it works toward *systemic change* in the lives of women and girls.
    - ❑ Objectives: Include specific and measurable objectives, including a *timetable* for accomplishing these objectives, and what information you use to assess progress toward these objectives.
    - ❑ Constituents: Describe how the program addresses the realities and leadership of poor women, communities of color, immigrants, and other groups that are often marginalized. Describe how the project involves constituencies most affected by the problem in the solution. *Be very specific about the level of decision-making your community will have in this project.*
    - ❑ Gender: Describe program and organizational activities that actively work to transform traditional gender roles for both women and men. Describe assessments, discussions, and actions that your organization has engaged or will engage in to challenge and transform roles both within your own institution and through program activities.
    - ❑ Collaboration: If the project involves collaborative relationships, please describe the nature of the collaboration, list collaborative partners, and explain the rationale and role for each partner. Describe how this partnership will yield results greater than the sum of its parts.
    - ❑ Impact: Please provide a brief paragraph on your vision of impact. What would be different as a result of this work? We know that systems change is a long-term process, but we are looking to understand what you see as short-term benchmarks of progress toward that vision.

## **Grantmaking Schedule**

<b>Proposals Received no later than</b> April 1, 2005 <i>(No faxes or emails accepted)</i>
<b>Notification of Status</b> By May 25, 2005

### **Send proposals to:**

Safety Program  
Ms. Foundation for Women  
120 Wall Street  
New York, New York 10005

Please note that due to limited staff capacity, we cannot respond to phone calls, but will try to answer general e-mail inquiries about the process in a timely fashion. Unfortunately, we will be unable to respond to detailed inquiries regarding your specific program. Please direct questions appropriately to: [safety@ms.foundation.org](mailto:safety@ms.foundation.org).

**SAFETY PROGRAM  
SUMMARY SHEET  
(Complete and attach to Top of Proposal)**

Organization Name: \_\_\_\_\_

Project Name (if applicable): \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_

Phone Number: \_\_\_\_\_ Fax Number: \_\_\_\_\_

E-mail address (if any): \_\_\_\_\_ web site address (if any): \_\_\_\_\_

Contact Person: \_\_\_\_\_ Title: \_\_\_\_\_

Executive Director: \_\_\_\_\_ Board Chair: \_\_\_\_\_

Amount Requested: \_\_\_\_\_ Project Budget: \_\_\_\_\_

Annual Organization Budget: \_\_\_\_\_ Years in Operation: \_\_\_\_\_

Are you a prior Ms. Foundation grantee? \_\_\_\_yes \_\_\_\_no

Organization's Fiscal Year: \_\_\_\_\_

Tax Status: \_\_\_\_ 501(c)(3) \_\_\_\_ 501(c)(4)

\_\_\_\_ Tax-status pending. If tax status is pending, please provide the following:

Fiscal Sponsor, Address, Contact Person, and Phone number:

Are your facilities accessible to people with disabilities? \_\_\_\_yes \_\_\_\_no

**Setting:** \_\_\_\_ Rural \_\_\_\_ Urban \_\_\_\_ Both

**Scope of Work:** \_\_\_\_ National \_\_\_\_ Regional \_\_\_\_ Statewide \_\_\_\_ Local

Summary of Proposed Project (Please complete in this space only):

Signature of Executive Director or Board Chair: \_\_\_\_\_ Date: \_\_\_\_\_

**DEMOGRAPHIC PROFILE**

**Summary Sheet**

**Organization name:** \_\_\_\_\_

The Ms. Foundation seeks to promote pluralism and equal opportunity through its programs. In reviewing safety grant applications, the Foundation will assess, among other factors, the representativeness of an organization's board, staff and volunteers with regard to people of color, gender, age, sexual orientation, and disability. Please complete chart below (indicating numbers).

	People of Color		Total		Women & Girl Age Categories (Approximations)		
	Male	Female	Male	Female	<25	25-40	40>
<b>Board of Directors</b>							
<b>Advisory Council</b>							
<b>Professional/ Senior Staff</b>							
<b>Other Staff</b>							
<b>Volunteers/ Interns</b>							
<b>Constituency (please specify):</b>							

**1) Describe your organization's policies aimed to ensure diversity within your leadership.**

**2) Discuss the extent to which your organization's diversity profile is reflective of the constituency served by the proposed project, particularly in terms of ethnicity, sexual orientation, disability and class background.**

**3) Explain your plans for outreach to ensure diversity.**

**PROJECT BUDGET**

**Organization Name** \_\_\_\_\_  
 (You may re-create this form on your computer if necessary)

**Project Year:**

<b>EXPENSES</b>		
	<b>Amount Requested</b>	<b>Other Sources</b>
<b>Personnel:</b> (If requesting personnel, list each position and % time on project)		
<b>Fringe Benefits:</b>		
<b>Consultants:</b>		
<b>Total Personnel</b>		

**Other Budget Items:**

<b>Total OTPS*:</b>		
* other than personnel services		
<b>Total Project Budget</b>		

<b>INCOME</b>		
	<b>Date Submitted</b>	<b>Status</b> (pending, committed, etc.)
(List all sources of income for project)		
Ms. Foundation For Women		
<b>Total Project Income</b>		