

Part A: Statement of Goals, Objectives, and Expected Outcomes

Goals

1. To serve as the facilitator for collaborative organizations aiding immigrants and are participating in a Collective Impact Study, thereby reducing gaps in services and redundancy and increasing available resources.
2. To increase the capacity of Collaborative Network and ensure adequate resources are available to meet customer demand as well as provide “self-care” for employees performing activities.
3. To bring awareness of immigrant services to impacted populations (undocumented immigrants, mixed status families, legal immigrants).

Objectives

1. To re-grant funding from the James Irvine Foundation to organizations in the Coachella Valley providing resources helping to protect the rights of immigrants and reduce fear and anxiety associated with possible deportations, Public Charge, and discrimination, especially in the Coachella Valley.
2. To increase the capacity of the collaborative network providing services for immigrants by providing educational resources to strengthen leadership and governance, build future talent, and provide behavioral health services to participating agencies to build up resiliency to carry out work.
3. To provide behavioral health services to immigrant families negatively impacted by immigration policies.
4. To increase the number of “one-on-one” outreach efforts by “promotoras”.
5. To increase access to broad media outlets to ensure accurate information is being communicated to our immigrant population.

Expected Outcomes

The anticipated outcomes as a result of the “Protecting the Rights of Immigrants” continued funding include the following:

- Better informed immigrant rights community, deportation support services, and Public Charge impact.
- Decreased immigrant fear and anxiety owing to immigration policies.
- Increased resources to support the efforts of agencies providing immigration services resulting in less gaps in services.
- Increased advocacy and community support for immigrant rights in the community.
- Decreased “burn-out” and “feeling of hopelessness” by agencies’ staff working directly with impacted immigrants.

PART B: Proposal Narrative

Project Description

Regional Access Project (RAP) proposes to The James Irvine Foundation to continue to invest in the strengthening and the development of the collaborative network of agencies addressing immigrants' rights. In the last 18 months, RAP has successfully administered The James Irvine Foundation's funding to increase and coordinate immigrant resources in the Coachella Valley. We have come to the conclusion that the following areas are in need of future funding to ensure adequate resources for our immigrant community.

- I. Know your rights – educate immigrant populations of their rights to reduce anxiety and fear*
- II. Deportation support – legal representation, keeping families intact*
- III. Communication – ensuring the right people receive the right information (correct and accurate) at the right time*
- IV. Strengthen organizational capacity by providing educational resources, professional development as well as “self-care” for personnel working with affected immigrant population*
- V. Address Behavioral Health issues affecting immigrant families*

RAP provides grant funding and capacity building through our Center for Nonprofit Advancement (CNA) to nonprofit organizations serving the residents of eastern Riverside County. RAP's Mission is to address disparities in the areas of Health, Mental Health and Juvenile Intervention and to improve the wellbeing of all residents. RAP provides both grant funding and capacity building support and we continually assess how to improve our processes to better address unmet needs in our community.

Almost two years ago, RAP invested resources to gain a better understanding of the types of programs and services needed by our immigrant community. We convened several Focus Groups consisting of agencies dealing with immigrant populations. The participating agencies identified themselves as “Nosotros” and they met over several months to help RAP prepare a proposal to The James Irvine Foundation (TJIF) to address Immigrant issues. Upon approval of TJIF funding, Nosotros dissolved but was replaced with a partnership consisting of the five grantees (Immigrant Collaborative) over the 18 month funding period. In addition, RAP

contracted with HARC (Health Assessment and Research for Communities), a research nonprofit organization, to join the Collaborative and to assess the impact of the funding from TJIF.

Throughout the process, RAP has been recognized as a respected local funder, convener and facilitator. This has been essential to gaining the cooperation of nonprofits with expertise and access to immigrants to address unmet or poorly resourced needs.

Unfortunately, current and likely immediate future Immigration policies continue to negatively impact our immigrant population. Therefore, RAP is interested in continuing to partner with TJIF to assist in distributing funding and support agencies in their efforts to build their capacity to reach more people. First, we intend to address the first three priority areas listed above, ***Know Your Rights, Deportation Support, and Communication*** by continuing our monthly Immigrant Collaborative meetings. These meetings would include the five funded organizations and also prospective future grantees and others with a mutual interest in serving immigrants. The goal is to expand this network by demonstrating to other immigrant serving organizations the benefit of sharing information, coordinating resources to increase outreach services, and offering the opportunity of future funding to support their ***Immigrant Rights*** efforts.

The monthly meetings have been well received and attended for the last year by the five funded organizations. The participants have expressed that they have learned to trust one another with information that can be useful to this network. They have also started to link their respective clients to resources offered by other organizations. The Immigrant Collaborative has identified gaps in services that they would like to address by inviting other entities to participate in the monthly meetings. However, they recognize that they themselves participate because the meetings are mandatory as a condition of their grant. Therefore, future funding opportunities will be an incentive to join the collaborative and make it more effective.

In the past 18 months, the five funded organizations did not deviate from their original grant purposes. However, some encountered difficulties in utilizing the funds due to insufficient networks to support their efforts, and they needed “start-up” time to learn the “landscape” of the work such as reaching and gaining the trust of immigrants.

RAP will spend approximately three months gain input on how to improve the Immigrant Rights efforts. Although we anticipate interest from our previous grantees, we will make strong efforts

to identify and invite potential new partners to the monthly meetings. We will utilize a facilitator to lead the meetings in a structured but inclusive process to solicit and prioritize input and priorities in order to craft the initial Request for Proposal which will focus on Immigrant Rights. We will offer a safe and neutral space for coalitions and various immigrant service organizations, to foster cooperation in responding collectively and united in serving the immigrant community

There remains a great deal of incorrect information leading to fear and anxiety for immigrant families. A new concern that needs to be addressed/explained is the decision on Public Charge and access to public services. RAP's Grant Manager, Eva Guenther-James will continue to share information and resources that she learns about through her Grantmakers Concerned with Immigrants and Refugees (GCIR) Network. The Collaborative will also be asked to assist in the identification of the Funding Goals, Deliverables and Evaluation to ensure that they are meaningful and manageable.

As in our previous Request for Proposal, RAP will encourage organizations to partner in grant proposals to highlight each organization's strength or capacity. We learned that their collaboration increased resources because they trusted each other while they worked in the "trenches" and they also preferred not working alone.

In addition, we learned the benefit of identifying clear objectives, goals and deliverables. We will include the evaluation component in the delivery of service. Therefore, the discussion will take place early on to ensure understanding by all parties involved, RAP, HARC, and funded organizations.

In order to perform the identified tasks above, it will be necessary to increase the funding to cover the "true cost" of delivery of services for the 3 month Planning and the 18 month Funding period. This proposal will include time allocated from the Grants Manager Eva Guenther-James, and a part-time person to assist in planning and organizing the monthly meetings (invitations, notes, agendas, etc.) and the grant preparation, Review process, and monitoring.

Next, RAP plans to address Priority IV. ***Strengthen organizational capacity by providing educational resources, professional development, as well as "self-care" for personnel working with affected immigrant population.*** RAP's Center for Nonprofit Advancement (CNA)

provides capacity building resources to nonprofits. Services include, but not limited to: workshops, one-on-one consulting and networking opportunities.

All of the previous five funded organizations utilized and benefitted from the resources allocated for CNA services. The services they received included: Grantwriting, Website assistance, Evaluation, and Financing. Each organization representative met with the CNA Director, John Epps, for an organizational assessment and an opportunity to learn about available resources. The result was evident in the improved proposals and a reduction in stress because their staff learned new skills.

RAP recognizes the importance of investing in capacity building to strengthen a nonprofit's financial sustainability. Therefore, we intend to require organizations to complete a mandatory organizational assessment upon funding, during the 18 month grant period. The previous five funded organizations, which varied from "grassroots" to well established, indicated an interest in the following areas: Leadership Development, Board Development, Strategic Planning, Evaluation and Measurement, Writing Narratives, and Social Media.

Therefore, RAP's new CNA Director, Stephanie Minor, will have an increased role in providing capacity building services for funded organizations. It will be necessary to allocate funding to cover the cost of not only Ms. Minor's services but also those of her support staff and consultants who have the expertise to deliver the results needed.

In addition, we plan to address the issue of "self-care" that was identified by the funded organizations early on as being very much needed. RAP staff have witnessed the emotional toll that has been experienced by agency staff working directly with immigrant families. Many of them have not received the training needed to deal with intense issues facing their clients such as fear of being separated from your loved ones, fear of not being able to access health care, fear of being abandoned by your parents, and so many other real situations. Therefore, we are proposing to address this need by exploring resources such as, but not limited to, providing access to therapists, providing workshops on how to address work related stress, and providing supportive networks.

Lastly, RAP intends to address ***Priority V. Behavioral Health issues affecting immigrant families.*** Early on in our experience with the first Re-granting Funding opportunity, we learned

from agencies that participated in meetings that they were interested in addressing the behavioral health issues affecting the immigrant families. Unfortunately, due to our limited funding, RAP was not able to address their needs at that time so they stopped attending the Collaborative meetings. We continued to hear about the need to address the serious behavioral health issues affecting the families that our funded agencies were helping to educate about their rights in the last year. RAP was able to provide limited funding from our own resources because of the tremendous need and the board's interest in providing immediate resources. However, the funding was insufficient to benefit but a few immigrants.

Therefore, RAP is proposing to release a second Request for Proposal seeking a response from agencies that can provide behavioral health services to families dealing with anxiety and fear of immigration policies/actions regardless of immigration status. Ideally, a minimum of \$100,000 needs to be allocated for direct services for juveniles and adults who have been impacted negatively. The health of our immigrant population is suffering not only because individuals are fearful of accessing services as a result of the Public Charge policy, but they are also less likely to access mental health services because of the negative stigma associated with it.

Our Immigrant Collaborative Network will be beneficial in helping to link new behavioral health partners with their clients. In addition, this resource will benefit the agencies' staff who in the past have otherwise felt powerless to provide professional mental health services to families they are dealing with.

Audience

The population which will benefit from the availability of future funding are the following:

- Immigrant families living in the Coachella Valley who are dealing with misinformation about their rights. There is still a great deal of misleading information that is being spread in the community which makes it more difficult for families to prepare themselves adequately for immigration interactions.
- Immigrant families dealing with the fear and anxiety of being deported, separated from their families, and not accessing basic services needed to live. In addition to adults living with increased anxiety, there are young kids that are enduring extreme emotional trauma each day. They fear that their parents will be deported when the get

home from school. The Coachella Valley School District noticed a significant decrease in daily attendance at the end of the last 2018-19 school year. This trend is continuing in the first couple of weeks of the 2019-20 school year.

- Service providers of immigration services are struggling to provide resources to their clients. There is a need to stretch the resources of agencies to reach more clients. Often times, they rely on their staff to do more, work longer hours, be creative, and endure the emotional hardships on a daily basis without providing outlets/resources. Additional resources for the agencies providing immigrant services will enhance their capacity to serve more clients effectively. In addition to value the work of agency staff will ensure that they will stay longer and not get “burned out” and leave.
- The general public who do not realize the negative impacts of immigration policies on our residents. There is a great need to increase the general media to educate more people in the community in order to gain the support of elected officials, inspire more people to get involved by becoming future leaders. Lastly, to educate the general public of the richness associated with having a true diverse community.

Rationale

According to HARC’s May 2019 “Collective Impact Evaluation of James Irvine Foundation Grant –Protecting the Rights of Immigrants” commissioned by RAP,

Thus far, RAP Foundation has awarded five grantees monies from the James Irvine Foundation re-granting funds including: Community Partners, who serves as a fiscal sponsor for California Partnership, Consejo de Federaciones Mexicanas en Norteamerica (COFEM), Inland Congregations United for Change Sponsoring Committee (ICUC), Inc., Training Occupational Development Educating Communities (TODEC) Legal Center Perris, and Carolyn E. Wylie Center for Children, Youth and Families. These organizations are seeking to improve ***Communications, Know Your Rights,*** and/or ***Deportation Support for immigrants.*** Certainly, the final report results present evidence that progress is being made to accomplish these goals.

Unmet Needs of Immigrants

While much work has been done, grantee organizations perceive that there is still work to be done. In short, the same work needs to continue but at a greater volume and more consistently. Specific areas that need additional efforts include: more programs for health care access, housing for undocumented, more education about Special Immigrant Juvenile

Status (SIJS), more free legal services, more people need to be reached and more funding for immigrant services.

Certainly, the funding from James Irvine strengthened these grantee organizations and thus their work will continue. That said, community work, particularly related to immigrant rights, is something that needs continued effort and attention. Immigrant populations are largely a group on the fringes of society and thus, more than anyone, need communication efforts, need to know their rights, and need support to guard against the threat of deportation.”

Organizational Profile

RAP’s most recent accomplishments include the Re-granting of The James Irvine Foundation *Know Your Rights* funds. We are proud of the increased resources in the Coachella Valley.

According to the May 19, 2019 HARC Report:

“Since the beginning of the James Irvine Foundation re-granting funds, these five programs have had a direct impact on a large number of people which included a variety of groups. Together, the three funding goals reached approximately 9,784 people; *Communications* reached over 2,356 people, *Know Your Rights* reached over 5,885 people, and *Deportation Support* reached over 1,543.

Communications efforts have increased DACA knowledge/renewal, more people are aware of their rights and resources, and trust has been more heavily established with local organizations seeking to help. *Know Your Rights* efforts have educated the community on their rights and workshops and legal assistance have ensured community members have a plan of action for issues that may arise. These efforts also reduced anxiety and fear in immigrant populations. *Deportation Support* efforts have increased the number of families that know their rights about deportation, have increased the number of residents who have received legal counsel and are on the path to legal status, and have increased the awareness of the various immigration reliefs available.

Certainly, it is evident that the funding from the James Irvine Foundation has had a positive impact on the many people who have been reached by the efforts of the five grantee organizations. “

This Grant will help RAP expand on the work that was started over 18 months ago. We use the HARC Report as the beginning of the next phase in funding to assess the achievements, and evaluate the Unmet Needs of Immigrants. However, there are new areas that were not identified by HARC but have been expressed by the five funded agencies throughout the funding period.

In order to continue the work we will need to expand our network beyond the five funded organizations, add staff to support the Grants Manager and the CNA Director in their work. In

addition, we will need to increase the CNA budget to address a need to develop the skills of agencies' staff and to support their well-being.

RAP has senior staff with extensive professional experience in managing grants, reporting and capacity building. RAP has tapped three of our professionals to be involved in carrying out the work for providing resources to our immigrant population:

Leticia De Lara, Chief Executive Officer. Leticia has been with RAP for over 5 years. She oversees the administration of our Grants and CNA Programs, and our facility. Leticia has a Bachelor of Science Degree in Business Administration and a Master's Degree in Public Administration. Leticia retired from the County of Riverside after twenty five years. She served as the Chief of Staff for 4th District Supervisor Roy Wilson and the District Director for his successor Supervisor John Benoit.

Eva Guenther-James, Grants Manager. Eva has been with RAP for more than 19 years and is responsible for creating Request for Proposals, managing a volunteer peer review group, coordinating community meetings, and the administering, oversight and monitoring of grants. She has a Bachelor's Degree in Psychology.

Stephanie Minor is the Director of our Center for Nonprofit Advancement (CNA) program. Stephanie started with RAP in June of 2019 and already she is making significant contributions to strengthen CNA's services. Stephanie has a Bachelor of Arts in English. Before joining RAP, Stephanie served as the Director of Development for four years and then the Executive Vice President of Martha's Village & Kitchen, a local nonprofit providing housing and supportive services to homeless individuals.

Christine DeMonaco is the CNA Services Manager. Christine started with RAP in September 2019. She earned a Master's Degree in Business Management. Christine was previously the Development Coordinator at Friends of the Cultural Center/McCallum Theater.

CNA Consultants include experts in Grant Writing, Human Resources, Web Site Development, and others identified jointly by CNA Director and funded agencies.

Market

RAP provides funding to organizations addressing Health, Mental Health and Juvenile Intervention services. Although funding is a major draw of interest, it is RAP's Center for Nonprofit Advancement (CNA) that has been generating a great more excitement in the last 5 years. Through our CNA program, we are the only organization in eastern Riverside County which provides expertise in nonprofit capacity building. We have developed successful programs to engage nonprofits in a variety of services including workshops such as: Human Resources, Ethics and Board Governance, Marketing, etc. We also offer the services of consultants with expertise in the following, but not limited to: Strategic Planning, Board Development, and Grant Writing. In addition, we partner with the University of Riverside – Palm Desert Campus to offer a 35 week Certificate in Nonprofit Management. Plus we provide networking opportunities by sponsoring nonprofit mixers, mentoring, and meeting space. We try to do as much as possible to support our nonprofit organizations and community partners to help them succeed.

Challenges

The key challenge we face is that we have created a Collaborative Network of Organizations Serving Immigrants which requires sustainable funding that goes beyond this funding opportunity. Therefore, we not only need to provide an influx of funds to support the important work they are doing but also to address the sustainability issue by investing in the development of their organizations. Many organizations do not have the resources to address “fluff” budget items such as developing staff, or providing them with emotional support they need to perform their duties. We need to gain the buy-in of the participating agencies to take advantage of the CNA services we provide and to implement the changes needed in their organizations to sustain the external challenges they will face in the future

As we stated in the initial proposal we recognize that we don't have the expertise of immigration, but we have created a network of experts. We will work to expand this network to increase our knowledge and fill the gaps in immigration resources in our community to better serve our immigrant population and those providing the services.

Part C: Proposal Budget Narrative for 18-month duration of the project - \$400,000

Funds to be re-granted to other organizations will be approximately **\$215,000**. Including Immigration Know Your Rights (\$125,000), and Behavioral Health Grants (90,000)

Salaries/Wages - \$73,044

- Full-Time Personnel – RAP Staff: Grants Manager - 120 hrs. @ \$29.33/hr. (\$3,520), and Director of Center for Nonprofit Advancement (Capacity Building) – 100 hrs. @ \$40.88/hr. (\$4,088) - \$7,608
 - Part Time Personnel - based on a part-time assistant to help manage the program, meetings and convenings of the collaborative (80 hrs./month – 21 months - \$25/hour plus benefits*). RAP Foundation is asking The James Irvine Foundation to cover the cost of this additional staff person that will be dedicated to the proposed project (\$65,436*)
- Benefits***
- Full time benefits include: Federal and State payroll taxes, Workers Compensation insurance, 401K employer match (5%), vacation accrual and health insurance (\$900)
 - Part-time benefits include: Federal and State payroll taxes and Workers Compensation and half of health benefit allowance \$900/2*, RAP will cover one half of \$900

Capacity Building - Consulting services/contractors and Workshops - \$37,875

- Potentially 13 grantees x 15 hours each (150 hrs. @ \$125/hour) (\$24,375)
- Workshops offered during 12 month period, each agency must select three from below:
Human Resource Topics, Strategic Communications/Planning, Funding Your Future, and Developing Your Board (3 Workshops x \$2,500 = \$7,500)
Self-Care services -Two Workshops x \$3,000 = \$6,000

Facilities/meeting- \$250

- RAP Foundation will provide in-kind use of meeting space, and seek additional in-kind meeting space use at locations in eastern Coachella Valley (value \$500)
- Additionally – supplies will be needed for the meetings (Snacks & Water \$200)

Travel - \$700

- Mileage reimbursement for staff. A number of round trips will be required to meet with collaborative and each grant applicant (including assessment and site visits)

Evaluation - \$31,500 - \$33,500

- RAP plans to engage an expert agency to assist in evaluation plan development for this project, review of results/data and assistance with final report. Individual evaluation plans will be prepared for each grant awarded. 10% of Grant amount (\$21,000-\$23,500).
- Collective Impact Report - \$10,000

Indirect Costs - \$40,000

- Total indirect costs are set at 10% which is our estimated overall indirect cost rate.
- Indirect costs include, but not necessarily limited to: liability insurance (including D&O), supplies (such as copier paper/toner), copier lease, annual audit and tax preparation, accounting, financial reporting (including for grant reports), computer support and maintenance, utilities and Chief Executive Officer)