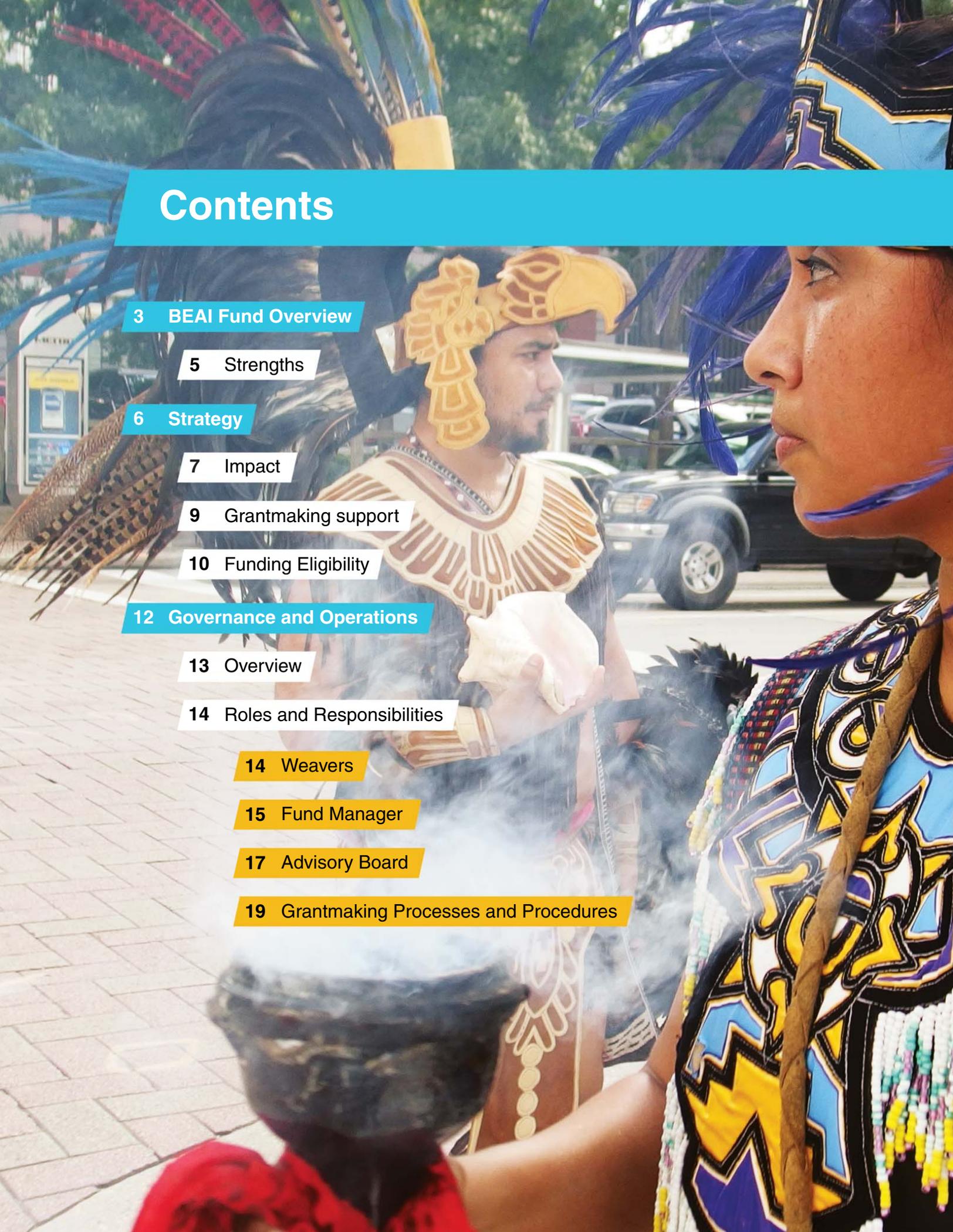


# Building Equity and Alignment for Impact Fund

*Grantmaking Strategy and Governance*



**BUILDING  
EQUITY &  
ALIGNMENT  
FOR IMPACT**



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## BEAI Fund Overview

**Building Equity and Alignment for Impact (BEAI)** was founded in 2013 to build a more powerful, diverse, and inclusive climate justice and environmental movement. We bring together national Greens, grassroots organizing groups, and environmental philanthropy.

Our theory of change advocates that effective environmental and climate policy can be achieved only through the participation and leadership of those communities most directly and harshly impacted, and by building a broad, diverse, and inclusive movement that can organize in all arenas (policy, electoral media, direct action, etc.). Further, for grassroots organizations to meaningfully participate in the movement, they must have the resources to do so.

Accordingly, the **BEAI Fund** was born out of a shared recognition that for the environmental movement to be successful, it must support and resource grassroots groups to institutionalize community-based solutions to the ecological crisis.



# BEAI Fund Overview

- » The BEAI Fund will support the grassroots organizing sector to **advance the environmental and climate justice movement.**
- » Through its support for **grassroots organizing, the Fund ultimately aims to create lasting policy and systems changes** that institutionalize and expand community-based solutions.
- » By significantly increasing resources for the grassroots organizing sector, the BEAI Fund also hopes to shift the narrative and public opinion **toward equity and root cause solutions.**



# BEAI Fund Strengths

- » Created by and for the grassroots sector
- » Governed by a grassroots-led grantmaking team advised by representatives from the philanthropic and national “green” sector—thereby promoting the BEAI’s broader equity and alignment goals
- » Connected to the BEAI’s national network of grassroots organizations—potential grantees of the fund
- » Commitment to equity and inclusion, democratic decision making, and transparency, rooted in the Jemez Principles



# BEAI Fund Strategy



## BEAI Fund Impact

The BEAI Fund will **build power in the grassroots sector** by providing the resources it needs to replicate, expand, and scale its impact to achieve victories on the ground.



**Detailed outcomes:**

- » Movement building to **expand the base** of impacted populations engaged in the environmental and climate justice movement
- » **Diverse and powerful grassroots leaders**
- » **Deepened expertise**, especially enhanced grassroots capacity in the following areas:
  - » Campaign strategy development
  - » Training and popular education
  - » Media and communications
  - » Financial literacy, strategy, and campaign development
  - » Coalition building, media and communications strategy
  - » Governance and administration
  - » Fundraising
- » Increased **coordination across geographies and targeted grassroots networks, alliances, and support organizations** to increase collective impact
- » **New public narrative that promotes equity and frontline community solutions**



# Grantmaking Support

The BEAI Fund will offer three kinds of grants across two annual cycles, including:

## 1 General Operating Grants\*

>> Leadership Grants: \$50,000–\$100,000

>> Emerging Organization Grants: \$20,000–\$30,000

## 2 Capacity-building Grants

## 3 Urgent Action/Learning Exchange Grants

\*For many grantees, the Emerging Organization grants will serve as an entry point to move to the “Leadership Grants” in the future.



## Who is Eligible for Funding?

**The BEAI Fund will prioritize strategic groups with high levels of effectiveness, the greatest need, and the greatest potential to advance solutions, in the following order of preference:**

- 1** Grassroots base-building, community-led groups that are rooted in the communities they represent; especially within communities of color and low-income communities (at least 70 percent of funding will be devoted to this category)
- 2** Alliances and networks of grassroots groups at the regional and national level that grassroots leaders identify as priorities to strengthen their work
- 3** Critical movement support groups, including education, research, policy, and legal support groups

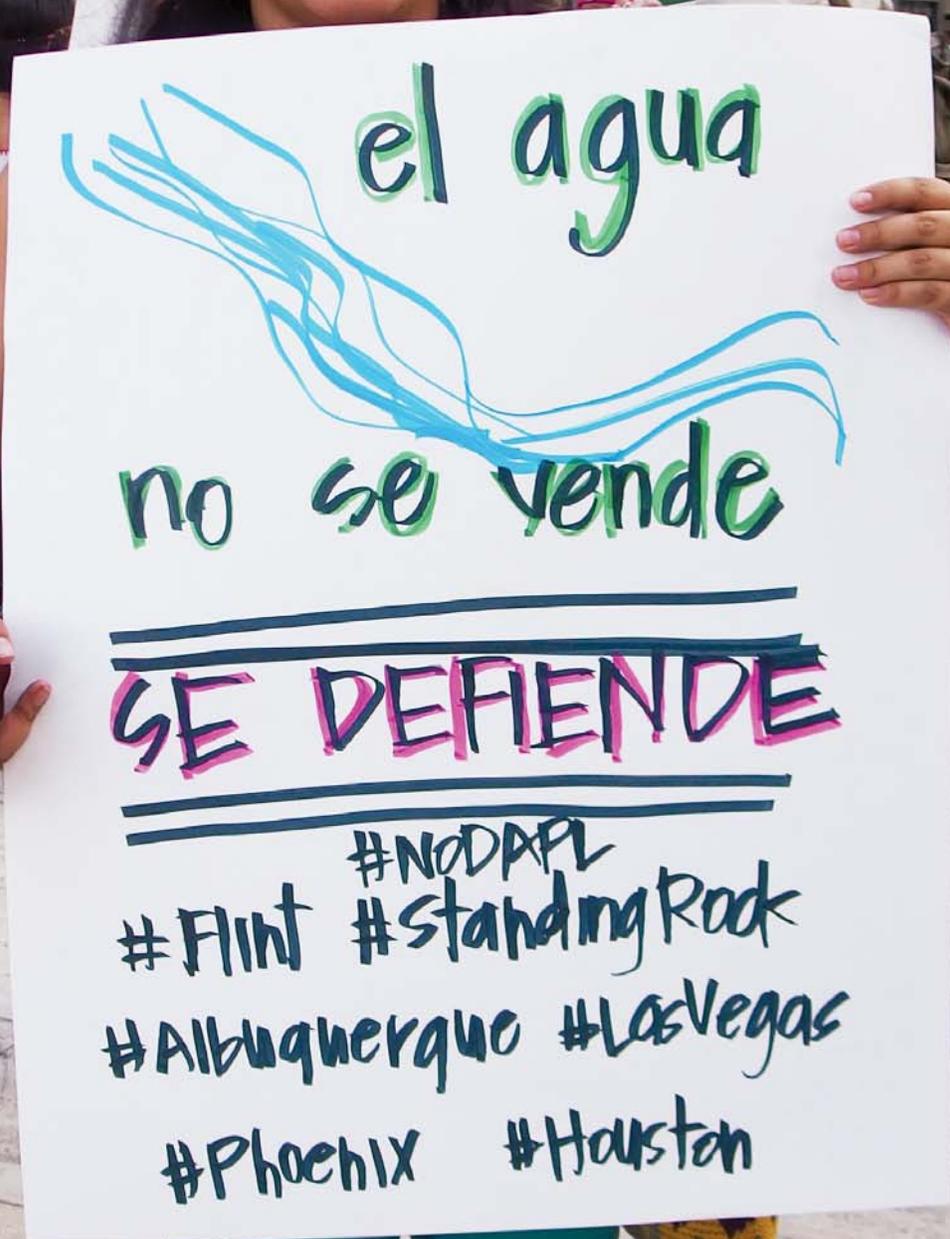


**Priority will be given to those organizations that are:**

- » Rooted in and support the most vulnerable populations (Indigenous communities, communities of color, low-income communities)
- » Membership-based and democratically run
- » Committed to developing and training grassroots leaders
- » Devising solutions that recognize the intersections between e.g., ecological justice, racial, gender, and economic justice, immigration, poverty, and workers' rights
- » Cultivating a vision for long-term structural change
- » Engaging in direct action
- » Balancing issue work with base building and movement building
- » Engaging in self-reflection
- » Demonstrating sound management (financial and governance)



# BEAI Fund Governance and Operations

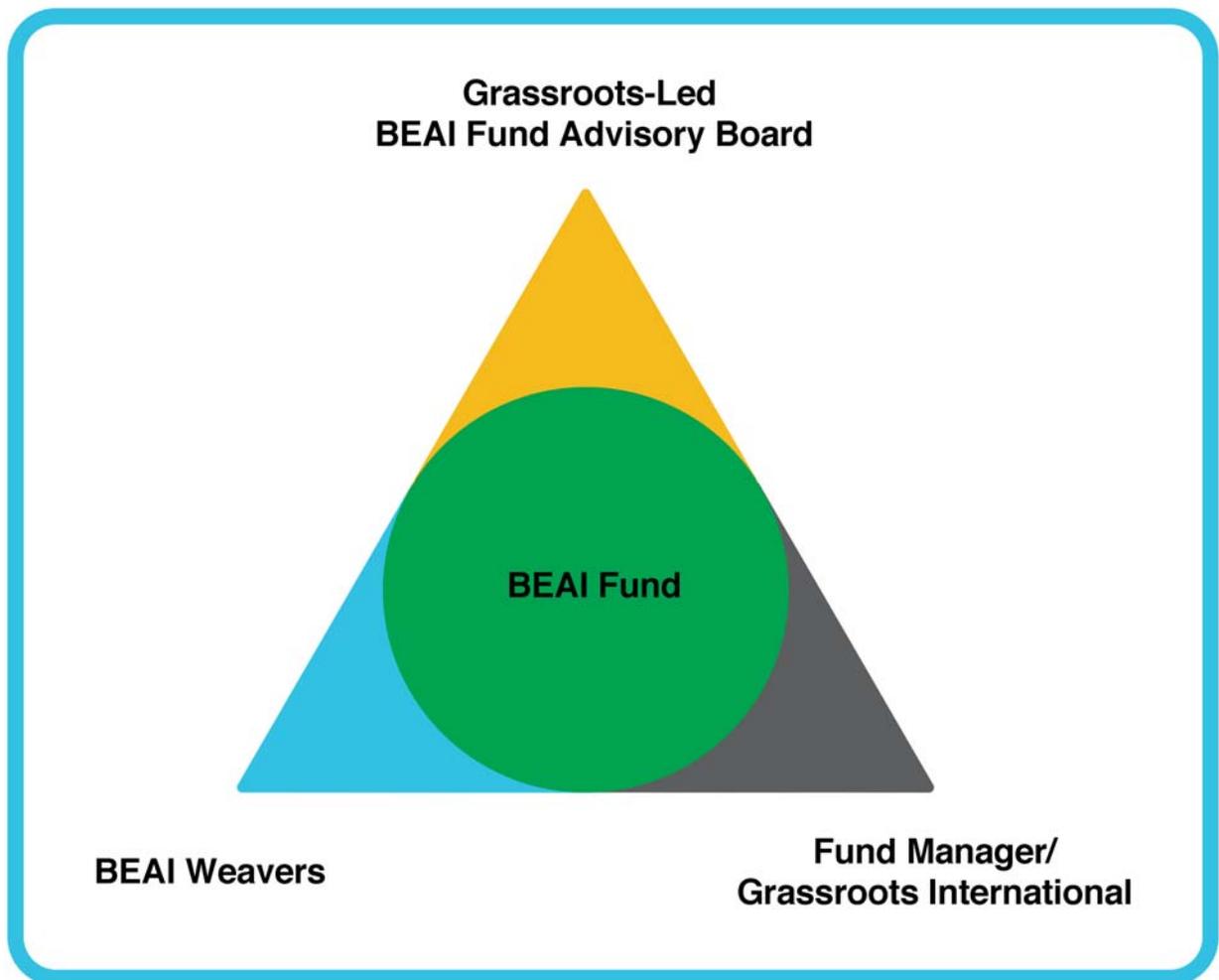


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**SE DEFIENDE**

#NoDAPL  
#Flint #StandingRock  
#Albuquerque #LasVegas  
#Phoenix #Houston

# Overview of Governance Structure



# Roles and Responsibilities

## Weavers

- >>> Set strategic direction of the BEAI Fund, reviewing and refreshing the Fund's strategy annually
- >>> Select the BEAI Fund Advisory Board members through an open process and clear guidelines
- >>> Select and manage the Fund Manager (Grassroots International)
- >>> Receive two reports annually on grantee selections and progress
- >>> Identify an external evaluation partner and process to ensure the BEAI Fund results in identifiable and measurable outcomes



# Roles and Responsibilities

## Fund Manager/Grassroots International

- Maintain fiduciary responsibility for all BEAI funds. Retain final discretion over all grantmaking decisions to ensure compliance
- Employ and oversee the BEAI Fund Program Officer
- Responsible for administrative management of funds
- Execute and maintain all agreements with grantees
- Maintain agreements with BEAI funders and provide reporting



# Roles and Responsibilities

## Fund Manager/Grassroots International

- » Hired and managed by the Weavers
- » Responsible for day-to-day management of the Fund
- » Manage the BEAI Fund grants process, which includes:
  - » Identifying potential grantees, reviewing proposals, and making recommendations to the Advisory Board
  - » Providing support to prospective grantees as they prepare their proposals
  - » Maintaining regular communication with grantees
- » Support ongoing fundraising efforts for the Fund
- » Support Advisory Board, including by onboarding new members, preparing all meeting materials, and facilitating discussions
- » Assist in external evaluation of the BEAI Fund



# Roles and Responsibilities

## BEAI Fund Advisory Board

### >>> Roles and Responsibilities:

- >>> Advises the Weavers on the Fund's overall strategy and sets grantmaking criteria and guidelines
- >>> Reviews all proposal materials for alignment with the BEAI Fund priorities
- >>> Makes final grant recommendations to the Fund Manager

>>> Advisory Board members shall strive for consensus. If consensus cannot be reached, a super-majority is required.

>>> **Conflict of Interest Statement:** Advisory Board member organizations cannot be considered for funding during the term the organization's staff or representative serves on the Advisory Board.



# Roles and Responsibilities

## BEAI Fund Advisory Board

### >>> Composition:

- >>> At least three to four grassroots representatives
- >>> At least one funder
- >>> One national green organization representative
- >>> May include one representative from another sector

### >>> A majority of the Advisory Board at all times will be grassroots representatives.

- >>> Any BEAI Participant may nominate themselves for the Advisory Board.
- >>> Advisory Board members must be BEAI participants.



# Grantmaking Processes and Procedures

## Grantmaking Processes and Procedures

- Any BEA grassroots participant can each nominate two potential grantees to apply for funding per grantmaking cycle; big greens and funders may each nominate one potential grantee for funding per grantmaking cycle.
- The BEAI Fund will manage two cycles annually (potentially one in the first year).
- Initially, applications will be by invitation only.
- Groups will be asked to submit Letters of Inquiry, out of which a smaller number of applicants will be invited to submit full proposals.
- Proposal review and a scoring sheet for applications will be based on clear grantmaking criteria and guidelines.
- The Fund Manager will provide technical support during the application process.





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