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Our Mission is to build a better Southern California by supporting nonprofit organizations to more effectively serve the underserved.

Overarching Goal and Vision

The Weingart Foundation seeks to achieve inclusion and opportunity for all Southern Californians, especially those who have historically been excluded due to their race, income level, gender, religion, immigration status, disability, age, sexual orientation, or zip code.

To achieve this goal, the Foundation’s grantmaking program and other support are designed to strengthen the capacity and effectiveness of nonprofit organizations, collaboratives, and coalitions working to meet essential needs, expand opportunity, and eliminate structural barriers to equity by building the community power required to sustain long-term prosperity.

OUR VISION IS

• A robust network of nonprofits in Southern California working with individuals and communities facing the greatest barriers to opportunity, and
• Meaningful policy and systems change that advance racial, social and economic equity.

Our Core Values

• Treat people with dignity and respect.
• Base all policy decisions on our commitment to advance racial, social and economic equity.
• Address the needs of low-income and underserved individuals and communities, particularly those whose race, gender, religion, immigration status, disability, age, sexual orientation, or zip code has prevented from realizing the dignities and liberties all people deserve.
• Maintain a Board of Directors and staff that reflect the Foundation’s commitment to equity, diversity, and inclusion, and urge our grantees and partners to make this same commitment.
• Respect and trust the work of our grantees.
• Approach our work with humility and integrity.
• Maintain responsive and flexible grantmaking.
• Continuously listen, assess, learn, and improve.
• Communicate with transparency.
• Maintain openness to innovation and risk taking.
• Use leverage and collaboration for greater impact.
• Exercise leadership on issues of importance to the Foundation and our grantees.
Grantmaking Practice

In order to achieve our mission and advance equity, the Foundation engages in a number of practices that help strengthen the capacity and effectiveness of the nonprofit sector.

- We apply an equity framework (see p. 7) to all of our decision-making, asking how the choices we make advance racial, social and economic justice.
- The Foundation prioritizes multi-year Unrestricted Operating Support grants as our primary strategy for building organizational capacity and effectiveness.
- We proactively engage in open conversations with applicants to determine the full cost of administering and delivering programs and services.
- Whenever feasible, the Foundation looks for opportunities to leverage resources through collaboration with other private and public funders.
- We strive to minimize burden on our applicants and grantees by limiting the changes we make to our guidelines and reporting requirements, and only asking for information that is necessary for our decision-making process.
- We strive to publish clear and complete grant guidelines and structure application and reporting requirements that are commensurate with the amount of funds to be granted.
- We engage and listen to our grantees and applicants on a regular basis, using their feedback to continuously learn, refine, and improve our grantmaking processes and practices.
- We are committed to focusing our resources on activities that produce results.
- We use our Learning and Assessment framework to better understand and assess how our grantmaking and investments further the organizational effectiveness of our grantees and advance racial, social and economic equity.
FY 2019 and FY 2020 Program Plan

Our FY 2019 and FY 2020 Program Plan outlines the Weingart Foundation’s equity commitment and strategies, and provides a roadmap for the Foundation’s work and activities over the next two years.

Our strategies are largely informed by our continuous listening and learning, particularly with our grantees. Nonprofit leaders have shared that community needs continue to grow given the persistent threats to immigration, increased homelessness, and funding reductions in government social safety net programs. Organizations working in under-resourced communities face increased challenges in meeting the demand for services, which are stretching their resources and capacity. Moreover, and as described in the Equity Profile of the Los Angeles Region, income inequality continues to rise, as do racial, economic, and neighborhood disparities.

Nonprofit leaders have advised us that the Foundation’s existing strategies, focused on strengthening organizations, coalitions, and collaboratives working with the most vulnerable in our communities are the right approach, emphasizing that Unrestricted Operating Support remains their greatest need. We have distilled these learnings into a set of key planning assumptions to guide our work over the next two years. These assumptions are outlined in the box on the right.

Planning Assumptions

NONPROFIT NEEDS

- Pervasive poverty and inequality continue to hold Southern California back.
- Underserved communities of color disproportionately bear the impact of social and economic inequity.
- Changes in federal policies have created a sense of fear and insecurity.
- At the same time, these changes and the current political climate have led many organizations to be optimistic about opportunities to organize and advocate for social justice.

AS A RESULT, THE WEINGART FOUNDATION WILL

- Prioritize funding for organizations that are advancing equity both internally and externally—inside their organizations and in their work in community.
- Prioritize Unrestricted Operating Support and other resources to build organizational capacity and effectiveness.
- Work with public and private partners.
- Use our voice and influence to increase fairness and inclusion, and expand opportunities for those facing the most obstacles to opportunity.
Our listening and learning has confirmed that our strategies continue to be relevant and well-matched to the current needs of the sector. Therefore, we will maintain our existing strategies, while exploring and adding new areas of special focus in youth organizing, the 2020 Census and leadership for movement building. We believe that these strategies and our grantmaking approach will allow the Foundation to best support individuals and communities facing the greatest barriers in prospering and reaching their full potential.

**Unrestricted Operating Support (UOS)**
Maintain UOS as our primary grant strategy, designed to strengthen the long-term capacity and effectiveness of nonprofit organizations, collaboratives and coalitions advancing racial, social and economic justice.

**Geographic Areas of Focus**
Utilizing a community-informed approach, identify opportunities to bring additional resources to strengthen the capacity and availability of nonprofit resources working in historically under-resourced communities of color. High priority will be given to the Southeast cities of Los Angeles County and South Los Angeles.

**Special Issue Areas**
Focus greater attention and resources on critical issues that are associated with, or address the growing imbalance of opportunity in Southern California - particularly in the areas of immigration, housing for the homeless and low-income individuals, the 2020 Census, leadership for movement building and youth organizing.

**Exercise Leadership, Voice, and Influence in the Philanthropic and Nonprofit Sectors**
- **Strengthening Organizational Effectiveness**: Exercise leadership on issues that strengthen the ability of nonprofit organizations to achieve their missions. This includes advocating for full-cost funding and improving government contracting and practices with nonprofits.
- **Advancing Equity**: Lead collective and cross-sector efforts to advance fairness, inclusion, and opportunity for all in Southern California, which include the Executive Roundtable on Philanthropy and Equity, and the Equity Cross-sector Workgroup.

**Program Related Investments**
Extend the impact of our grantmaking program by using tools like low-interest loans to bring additional nonprofit resources and services to under-resourced communities of high need and interest.

**Special Opportunity Fund**
Maintain flexibility to respond to special and unforeseen challenges and opportunities through the administration of a Special Opportunity Fund.

**FY 2019 & FY 2020 Strategies**
Specific goals, strategies and guidelines for each of these six strategies are articulated on the following pages. Please visit our website, www.weingartfnd.org for additional information.
Operating with an Equity Framework

The Weingart Foundation’s commitment to equity is inspired by a vision of a Southern California where all people can participate, prosper, and reach their full potential — a place where diversity is celebrated and justice flourishes.

The Weingart Foundation is committed to advancing racial, social and economic justice to attain inclusion, opportunity, and fairness for all Southern Californians. This is particularly important for those individuals and communities who have historically endured the greatest barriers to opportunity due to their race, income level, gender, religion, immigration status, disability, age, sexual orientation, or zip code. The Foundation believes that to realize this goal, conditions in our most underserved communities must change. This requires community driven solutions that respond to individuals’ existing circumstances and strategies that build power to transform unjust policies and systems.

WHO WE FUND

The Foundation supports nonprofits that provide quality, essential direct services in the areas of human services, health, and education for individuals facing the greatest barriers to opportunity and inclusion. Equally important, the Foundation also supports nonprofit organizations, collaboratives, and coalitions that engage in advocacy, community organizing, and other power-building1 activities.

In addition to the specific guidelines outlined for each grant strategy, direct service and advocacy organizations must meet the following baseline criteria to be considered for grant funding:

- Mission, goals, and programming effectively address an essential human service, health, or education need for individuals and communities most impacted by economic, racial and social injustice. This refers to individuals who have historically faced the greatest barriers to opportunity and inclusion due to their race, income level, gender, religion, immigration status, disability, age, sexual orientation, or zip code;
- Has an established track-record that can demonstrate positive impact and progress toward desired goals;
- Operates as part of a larger ecosystem, engaging in meaningful partnerships, collaborations, coalitions, or networks to leverage resources and increase the impact of their work to advance shared community goals;
- Programs, services, and core activities are culturally and linguistically responsive to the needs of those served;
- Meaningfully engages clients, constituents, and individuals most impacted by inequities to inform the organization’s work and decision making; and
- Demonstrates a commitment to equity, diversity, and inclusion in its governance, staffing, organizational practices, and collaborative relationships.

AREAS OF SPECIAL INTEREST

The Foundation has a particular interest in organizations and coalitions that engage in power building and systems change work in low-income communities of color. This includes, but is not limited to, efforts such as community organizing, civic engagement, and grassroots leadership development.

In addition to the Foundation’s longstanding focus areas of human services, health, and education, the following special areas of interest have been identified to amplify our impact in advancing equity.

GEOGRAPHIC AREAS OF FOCUS (P. 10)
- South Los Angeles
- Southeast Cities of Los Angeles County

SPECIAL ISSUE AREAS (P. 12)
- Housing for homeless and low-income individuals
- Immigrant and refugee rights
- Youth organizing
- Census 2020
- Leadership for movement building

1 Power-building includes building the voice and leadership of individuals so they can influence and transform policies, systems and institutions.
Unrestricted Operating Support

Unrestricted Operating Support (UOS) is the Foundation’s primary vehicle for supporting and building the capacity and effectiveness of nonprofits, collaboratives and coalitions that are working to achieve equity in our most under-resourced communities.

The Weingart Foundation’s grantmaking experience and information collected through our ongoing listening to the sector and our Learning and Assessment system indicate that when multi-year unrestricted funding is provided to organizations with clear and reasonable capacity goals and strategies, leaders are able to make the important investments in organizational infrastructure that are critical to their ongoing effectiveness. Feedback from the nonprofit sector also confirms that unrestricted funding is essential to providing nonprofit leaders with the flexibility and nimbleness required to effectively manage and respond to the dynamic internal and external environment, and to make the best decisions for their organizations.

**GOAL**
Strengthen the capacity and long-term effectiveness of organizations, coalitions, and collaboratives working to advance racial, social and economic justice so they can better achieve their mission and overall strategic goals and priorities.

**STRATEGY**
The Foundation provides flexible, multi-year unrestricted support to select nonprofit organizations, coalitions, and collaboratives that demonstrate an interest in, and an ability to increase their organizational capacity and effectiveness in order to advance racial, social and economic justice in our region. This includes nonprofits providing quality, essential direct services in the areas of health, education, and human services for individuals facing the greatest barriers to opportunity and inclusion, as well as those who engage in community organizing, advocacy, civic engagement, and movement building to achieve lasting positive social change.
The Foundation recognizes that capacity needs may differ depending on where nonprofits are in their organizational lifecycle. In addition, many organizations providing critical services in our lowest-income communities of color are small and have long been under-resourced. There is a need to build the capacity of these organizations in order to expand opportunity and strengthen civil society in the communities they serve. Therefore, the Foundation is committed to supporting organizations at different budget sizes, levels of capacity, and infrastructure through our UOS program.

**GUIDELINES – All UOS grantees shall meet the following criteria:**

- Mission, goals, and programming effectively address an essential human service, health, or education need for individuals and communities most impacted by economic, racial and social injustice. This refers to individuals who have historically faced the greatest barriers to opportunity and inclusion due to their race, income level, gender, religion, immigration status, disability, age, sexual orientation, or zip code;
- Has an established track-record that can demonstrate positive impact and progress toward desired goals;
- Operates as part of a larger ecosystem, engaging in meaningful partnerships, collaborations, coalitions, or networks to leverage resources and increase the impact of their work to advance shared community goals;
- Programs, services, and core activities are culturally and linguistically responsive to the needs of those served;
- Meaningfully engages clients, constituents, and individuals most impacted by inequities to inform the organization’s work and decision making;
- Demonstrates a commitment to equity, diversity, and inclusion in its governance, staffing, organizational practices, and collaborative relationships;
- Evidences an ability to make progress in one or more of the following areas of organizational effectiveness:
  - Board governance and engagement
  - Financial operations and management
  - Fund development
  - Staff and infrastructure
  - Diversity and inclusion
  - Organizational strategy and adaptability
  - Executive leadership
- Describes how a UOS grant could have measurable impact on organizational and programmatic capacity and effectiveness;

**OPERATING RESERVES**

On a case-by-case basis and after consultation with the grantee, Foundation program officers may recommend restricting a portion of a UOS grant for a grantee’s operating reserve. When appropriate, the Foundation will consider adding a condition on the reserve portion of the grant requiring a one-to-one match from the agency’s board or a one-to-one match from other private sources in order to encourage and or leverage board engagement or additional private support.

For additional information on our application process, grant duration, and amounts, please visit our [grant guidelines](#) on our website.
Geographic Areas of Focus

The Foundation utilizes all of its strategies throughout our six-county region of Los Angeles, Orange, Riverside, San Bernardino, Santa Barbara, and Ventura counties.

We do, however, prioritize two high-need and historically under-resourced communities of color—the Southeast Cities of Los Angeles County and South Los Angeles. Our goal is to bring additional resources to strengthen the capacity and availability of nonprofit resources to advance racial, social and economic justice in these regions. Through a community-led and informed approach that began in 2016, we have deepened our engagement in these regions, resulting in longer-term and more significant investments to nonprofits providing greater access and resources to the most vulnerable in these communities. Our work in both regions also involves supporting and creating cross-sector collaborations between the nonprofit, philanthropic and government sectors to identify and leverage additional resources for those individuals with greatest needs. Our two-year goals and strategies are in large part a continuation of our work in FY 2018, recognizing that it takes time to build the nonprofit capacity of a region, especially in communities that have been historically under-resourced.

2 Bell, Bell Gardens, Cudahy, Florence-Firestone, Huntington Park, Lynwood, Maywood, Southgate, Vernon and Walnut Park.
### South Los Angeles

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<th>GOAL</th>
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| **Build and strengthen nonprofit capacity that also promotes economic growth strategies aimed at creating new or expanded services and employment for the most vulnerable in South Los Angeles.** | • Deepen our engagement in the region to identify needs, opportunities, and key organizations for support.  
• Invest in anchor organizations prepared for strategic and qualitative growth.  
• Support organizations that serve as nexus points for African American and Latino coalition building.  
• Support and build local indigenous leadership, including youth organizing.  
• Investigate and when appropriate, invest in strategies that promote sustainable economic growth, job creation, and workforce development.  
• Continue our partnership and learning with MLK Community Hospital in support of our five-year, $7.5 million grant to build the MLK Community Medical Group aimed at addressing the severe physician shortage in South Los Angeles.  
• Provide capacity support to key nonprofits that will bring new or expanded services to the MLK Medical Campus focused on vulnerable populations.  
• Support strategic, community-developed and led collaborations. This includes continued support to build the infrastructure of SLATE-Z (South Los Angeles Transit Empowerment Zone) and capacity building support for key SLATE-Z partner organizations.  
• Explore the development of a community-led and informed collaborative focused on improving educational outcomes for low-income youth in Watts. |

### Southeast Cities of Los Angeles County

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| **Guided by the Southeast Los Angeles (SELA) Collaborative Strategic Plan, build and strengthen nonprofit capacity and civic engagement in the Southeast region of L.A. County.** | • Continue our partnership and learning in support of the SELA Collaborative and the implementation of its three-year Strategic Plan.  
• Continue building the SELA Collaborative infrastructure.  
• Support the individual capacity needs of key SELA nonprofits engaged in equity-driven work, including organizations not part of the SELA Collaborative.  
• Support the civic engagement of residents to build community voice, leadership, and power to affect long-lasting and positive change in the region.  
• Support and build local indigenous leadership, including the development of a collaborative strategy to strengthen youth organizing in the region.  
• Deepen our engagement in the region to continue to identify needs, opportunities, and key organizations for support.  
• Support and disseminate research to understand the regional nonprofit sector and identify opportunities for investment, including strategies that promote sustainable individual and regional economic growth. |

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3 SLATE-Z aims to revitalize South Los Angeles by moving residents to economic opportunities through a number of strategies: job and business growth, increasing educational attainment, reduction of violence crimes and improving public transit. SLATE-Z incorporates parts of Vernon-Central, South Park, Florence, Exposition Park, Vermont Squire, Leimert Part and the Baldwin Hills/Crenshaw neighborhoods.
Special Issue Areas

In addition to its other strategies, the Foundation will focus targeted resources in five special issue areas that are in strong alignment with our equity commitment:
1) housing for the homeless and low-income individuals, 2) immigration, 3) youth organizing, 4) Census 2020 and 5) movement leadership development.

Immigration and Housing for Homeless and Low-Income Individuals have been long-standing areas of focus for the Foundation. In FY 2018 the Foundation made significant investments in both areas: $3.2 million in support of housing for the homeless and low-income, and $3.8 million in grants to immigrant and refugee serving organizations. This represents a combined $28.5 million in active, multi-year investments, including both grants and PRIs. In addition, the Foundation will remain open to new funding opportunities that bring additional resources and advance access and opportunity in the immigration and housing for homeless areas.

In FY 2019-2020 we plan on increasing our funding for 2020 Census efforts and activities to support an accurate and equitable census count focusing on historically undercounted communities throughout our six-county region. An accurate census would greatly impact low-income individuals and communities by maximizing the level of federal dollars available for health, human service and educational resources.

In FY 2018 the Foundation explored ways to provide nonprofits with the leadership training and support they need to build grassroots power and transformative movements. We formed an advisory group of social justice leaders and colleague funders to guide us in the development of a pilot project for movement leadership development. On a separate but coordinated track, we also began exploring opportunities to support the capacity of nonprofit organizations engaged in youth organizing. This work has been informed by landscape reviews, field interviews and analysis and will guide our goals and strategies in these areas over the next two years.

Our goals and strategies in these special issue areas are outlined over the next few pages.
Housing for the Homeless and Low-Income Individuals

GOAL
Prevent and combat homelessness in Southern California by supporting effective strategies, including the production and preservation of affordable housing for homeless and low-income individuals.

STRATEGY
• Continue to support the Home for Good Funders Collaborative in Los Angeles County to: increase system and provider capacity, expand production of supportive housing, and reduce street homelessness, including utilizing policy, advocacy and research efforts to accomplish these strategies.
• Continue to provide support for community engagement and education efforts to garner the public support that leads to the successful approval and siting of future permanent supportive housing developments for the homeless in the City and County of Los Angeles.
• In conjunction with the City and County of Los Angeles, continue advocating for the full and effective implementation of Measure H and Proposition HHH.
• Continue support to increase production of permanent supportive housing and affordable housing for homeless and low-income individuals.
• Continue to leverage funding opportunities that build the capacity of homeless service providers and nonprofit housing developers to scale their work and increase housing production.
• Remain open in support of bridge/interim housing opportunities with a connection to integrated services.

Immigrant and Refugee Rights and Integration

GOAL
Strengthen nonprofits, networks, collaboratives and coalitions that advance the rights and integration of Southern California’s diverse immigrant and refugee communities, including Latino, Asian Pacific Islander, AMEMSA (Arab, Middle-Eastern, Muslim, South Asian), and Black communities.

STRATEGY
In the context of changing federal policies, the Foundation will focus on supporting a range of nonprofit organizations centered on those most vulnerable. Our strategies are:
• Prioritize funding to strengthen the infrastructure, capacity and effectiveness of organizations, networks, coalitions, and collaboratives focused on a broad range of activities including:
  - Community organizing and base-building
  - Intersectional and cross-sector movement building
  - Legal services and direct representation
  - Policy advocacy
  - Detention and deportation support, including rapid response
  - Know your rights education and family contingency planning
  - Citizenship and naturalization services
  - Mental health services
  - Civic engagement
  - Workforce development and economic security
  - Work to counter hate, bias, bigotry, and racism
  - Communications and storytelling
• Provide additional consideration for funding, including rapid response funding if warranted, to organizations working to advance the rights and integration of the following three vulnerable populations:
  - Undocumented youth
  - Low-wage immigrant workers
  - Refugees and asylees
• Continued partnership with the Orange County Opportunity Initiative, the Central Coast Immigrant Justice Fund, and the Inland Empire Immigrant Justice Fund.
• Continued partnership with and oversight of the L.A. Justice Fund.
• Sponsor nonprofit convenings to support coordination within the sector as well as across sectors.
Youth Organizing

GOAL
Strengthen the capacity of nonprofit organizations and coalitions that develop youth leaders through a community organizing approach aimed at achieving positive outcomes for youth and long-term change on key issues facing their community.

STRATEGY
• Strengthen the capacity of nonprofit organizations engaged in youth organizing, especially in the following key areas of need:
  - Transportation for young people to attend meetings and events;
  - Increased opportunities for youth volunteers to become paid staff;
  - Staff development and training and capacity building;
  - Increased staff; and
  - Supporting and enhancing summer and regional training programs.
• Explore interest in building youth organizing collaboratives that are poised for growth in Orange County and Southeast Los Angeles.
• Consider opportunities to coordinate with other youth organizing initiatives in the region.
• Consider the feasibility of replicating best practices in communities currently underserved by youth organizing groups.
• Disseminate a report that identifies the opportunities and the needs within the field.
• Organize a funder convening to share needs and opportunities and identify other funders to support these strategies.
Census 2020

GOAL
Support an accurate count for the 2020 census, focusing on historically undercounted communities throughout our six-county region. Hard to count (HTC) populations include low-income households, communities of color, indigenous people, children under five years old, immigrants, LGBTQI communities, people with disabilities, and people living in rural areas. An accurate count will help ensure communities receive their fair share of health, human service and educational resources, have the necessary data to advocate for greater inclusion and opportunity, and receive adequate political representation.

STRATEGY
• Participate in local, regional, and statewide funder tables to coordinate strategy and align funding. Strategies will also be coordinated with nonprofit leaders, local and state government, the Census Bureau, and other stakeholders.
• Support local foundations throughout our six-county region leading census work in their respective counties.
• Support nonprofit organizations engaged in the following activities:
  - Census policy advocacy;
  - Field research on effective messaging, messengers and delivery;
  - Community outreach and education;
  - Leading nonprofit and cross-sector collaborations on the census;
  - Training and technical assistance to community organizations on outreach and education;
  - Integrating census outreach and education within existing community organizing, base-building, and/or civic engagement work;
  - Communications and media work for census promotion, including ethnic media;
  - Get-out-the-count activities.

Leadership for Movement Building

GOAL
Build the individual and collective leadership skills of movement builders through the development of a leadership pilot program aimed at advancing racial, social and economic equity in Southern California.

STRATEGY
Our strategy in this area is currently under development. We look forward to sharing additional information at a later date.

Organizations seeking funding within our special issue areas may submit letters of inquiry for Unrestricted Operating Support at any time. Organizations seeking other types of support should first contact a member of our program staff.
Program Related Investments

The Foundation augments its regular grant distributions by supporting a revolving Program Related Investment (PRI) Fund through an allocation from its corpus, which provides the Foundation with the flexibility to extend the impact and scale of our grantmaking.

The Foundation’s revolving Program Related Investment (PRI) Fund will support a limited number of PRIs that will be restricted to loans with an interest rate that is lower than prevailing market rates for loans of similar duration, credit quality, and risk. The PRI Fund will provide affordable loans for nonprofit organizations in the form of bridge financing, working capital, as well as acquisition and predevelopment. We remain open to considering other investment opportunities that are in strong alignment with our equity lens. The Foundation’s PRI dollars will be leveraged with other funders or capital investments when appropriate.

GOAL
Provide capital to maintain or expand facilities and/or increase services to historically under-resourced communities in Southern California.

STRATEGY
The PRI Fund will prioritize the Foundation’s special issue areas, including housing for homeless and low-income individuals, as well as projects in our geographic areas of focus—Southeast Cities of Los Angeles County and South Los Angeles. On a select-basis the PRI Fund will support applicants that advance equity by:

- Increasing the production and preservation of supportive and affordable housing for homeless and low-income individuals.
- Expanding access to critical services in under-resourced communities.
- Advancing sustainable economic growth, job creation, and workforce development opportunities for the most marginalized in our communities.
- Supporting capital and equipment needs that strengthen the capacity and effectiveness of nonprofit organizations.

If organizations would like to discuss program related investment, they should contact Rosa Benitez, senior program officer, at rbenitez@weingartfnd.org or (213) 688-6320.
**GOAL**
Maintain flexibility to respond to special or unforeseen opportunities that strongly align with our mission and priorities to advance racial, social and economic equity.

**STRATEGY**
The intent of the Special Opportunity Fund (SOF) is to remain flexible and responsive to emerging and critical needs within areas of significant interest to the Foundation. We are looking for select opportunities that have the potential to significantly impact and advance the Foundation’s equity goals and priorities. For this reason, most grants in the SOF are larger in scope, magnitude and size and will be initiated by the Foundation. Rapid response grants will be considered, as warranted. We will consider a very limited number of capital projects that meet our capital guidelines through the SOF. Given the opportunistic nature of this Fund, the Foundation will provide the following general guidelines:

- Proposals that offer a significant and measurable increase in resources, services, and opportunities in under-resourced communities, with priority in our geographic areas of focus: South Los Angeles and the Southeast cities of Los Angeles County.
- Proposals that address the growing imbalance of opportunity in Southern California including immigration and housing for the homeless and low-income individuals.
- Proposals that build the capacity of organizations, collaboratives and coalitions engaged in youth organizing.
- Efforts and activities that focus on achieving an accurate 2020 Census count.
- Projects that combine equity and economic growth strategies.
- **Capital projects** that: 1) Bring new or expanded services to our Geographic Areas of Focus or other high-need, under-resourced communities of color; and 2) where project completion is unlikely without Weingart Foundation support.

Organizations interested in applying to the Special Opportunity Fund should first contact a member of our program staff.
Leadership in the Nonprofit and Philanthropic Sectors

Advancing Equity

**GOAL**
The Foundation will continue to use its voice, influence, and resources to lead a collective effort to co-create a shared vision of equity that advances fairness, inclusion, and opportunity for all in Southern California.

**STRATEGY**
In March 2017, the Weingart Foundation brought together leaders from philanthropy, nonprofit organizations, government, business, and labor to identify opportunities for advancing fairness and inclusion in communities throughout California. At the *Achieving Equity* convening, the Foundation outlined four equity strategies that it would pursue, in partnership with key stakeholders. Below we summarize our progress in each strategy which is ongoing and will continue in FY 2019 and FY 2020.

**DATA TO ACTION:** As discussed by many presenters at the *Achieving Equity* convening, better data and ongoing analysis is needed to guide shared strategy, support advocacy, and measure progress. The *Equity Profile of the Los Angeles Region* report, which was released at the Convening, marked the beginning of a joint project from PolicyLink and the USC Program for Environmental and Regional Equity (PERE) to regularly publish regional equity reports as a resource for various stakeholders. Since the convening, a table of leaders including PERE, the Los Angeles Economic Development Corporation (LAEDC), Southern California Grantmakers, and the Los Angeles Chamber of Commerce, have and will continue to meet regularly to identify the development of other resources needed to drive effective action.

**REGIONAL PROGRAMMING:** Inspired by the convening, the three regional grantmaking associations—Northern California Grantmakers, Southern California Grantmakers, and San Diego Grantmakers—agreed to devote significant programming to inclusion and opportunity. Over the past year, the three associations have each made a deep commitment to infusing an equity lens into their programming, communications, and policy work. Together, they engaged in extensive racial justice training to help them better understand how to enter into this work in a meaningful way.

The associations collectively sponsored nearly 40 equity-focused forums and conferences covering a broad range of topics including: operating with an equity lens, the use of data tools and dashboards to drive toward equity, and applying a racial equity lens to the health and education systems. These programs served well over 2,000 participants from the philanthropic, government, and nonprofit sectors. The three associations will continue to infuse an equity lens in all of their work, including working together to prioritize advocacy work on the 2020 census to help ensure a fair count for marginalized communities.

The convening also stimulated new work in Orange County. The Orange County Funders’ Roundtable is working with USC’s PERE to develop an
Equity Profile of Orange County and has created an equity-focused subgroup that meets regularly. These funders are committed to using the data generated from the profile to support future programming and projects.

**LEADERSHIP FOR MOVEMENTS AND YOUTH ORGANIZING:** A number of speakers at the Achieving Equity convening stressed the importance of supporting community-based movements for social change. The Weingart Foundation pledged to explore ways to provide nonprofits with the leadership training and other support they need to build grassroots power and transformative movements. After the convening, we formed an advisory group of social justice leaders and colleague funders to guide us in the development of a pilot project for movement leadership development.

On a separate but coordinated track, we also began exploring opportunities to support the capacity of nonprofit organizations engaged in youth organizing. This work has been informed by landscape reviews, field interviews, and analysis. Once complete, we will share these reports, as well as our plans for moving this work forward. Additional information on our strategy for Youth Organizing can be found on page 14.

**CALIFORNIA EXECUTIVE ROUNDTABLE:** A number of California funders left the Achieving Equity convening committed to systematically come together around a shared vision of justice and opportunity. In 2017, the Foundation formally created the California Executive Roundtable, a group of 16 foundation leaders from across the state focused on sharing best practices and taking aligned action to advance equity. The Roundtable met for the first time in February 2018, and has begun identifying goals and areas of collective interest. Leaders will continue to meet, and the Foundation is inspired by the Roundtable’s potential to foster transformative partnerships to advance equity.
Strengthen Organizational Effectiveness

The Foundation will exercise leadership and provide other support to improve nonprofit organizational effectiveness and sustainability.

GOAL
Strengthen nonprofit capacity and organizational effectiveness by advocating for full-cost funding and improved grantmaking and contracting practice from philanthropy and government. Full-cost funding means that funders contribute towards the range of expenses nonprofits need to deliver on mission and be sustainable over the long-term.

STRATEGY
- Support the work of Philanthropy California in building the skills of nonprofit organizations to better understand, calculate, and advocate for full-cost recovery from both private and public funders. This work also includes education, advocacy, and skills building to encourage private foundations to support the full costs of project grants through their policies and practices.
- Continue to work with the California Association of Nonprofits, Southern California Grantmakers and Los Angeles County in developing a pilot program for improving the administration of county indirect cost rates with nonprofit contractors.
- Continue to support the California Association of Nonprofits’ efforts to ensure that the Office of Management and Budget (OMB) Uniform Guidance is fully and properly implemented at the state and county level. The 2014 OMB Guidance improves how nonprofits are able to recoup indirect costs from government contracts.
- Support Phase Two of the Full Cost Pilot Project to continue to support and advocate for full cost funding across the nonprofit and philanthropic sectors. Led by the Nonprofit Finance Fund, Phase Two will explore the impact of the first phase of the full cost work focusing on the ability of the 12 pilot cohort participants to improve their operations, fundraising efforts and/or outcomes. A report of the findings and learnings would be externally disseminated.
- Participate in and provide support for activities of field-building organizations working to improve nonprofit and philanthropic effectiveness. This includes supporting the University of Southern California Center for Philanthropy and Public Policy, Southern California Grantmakers, the California Association of Nonprofits, and Grantmakers for Effective Organizations.