OVERVIEW
Advancing Equity & Belonging - Coaching Hours Fund

Introduction
New Venture Fund has created a dedicated financial resource committed to fostering inclusive and equitable tools, practices, and initiatives. NVF is committed to creating an environment where all team members feel valued, respected, and empowered. We also understand that project leaders and staff may need guidance and support to navigate the complexities of promoting equity and belonging effectively. Coaching in this area will help you develop the necessary skills, insights, and strategies to contribute positively to building our equity and belonging culture.

Purpose
The primary purpose of the Advancing Equity & Belonging - Coaching Hours Fund is to provide financial support to project leaders and project staff who need additional resources to navigate the complexities of promoting equity and belonging effectively.

This support may be used to hire a coach to provide a wide variety of support for your project at different levels of support. Some examples include:

1) Enhancing your understanding of equity and belonging concepts and best practices.
2) Building specific skills for project leaders and staff.
3) Developing strategies to promote inclusivity in team interactions and decision-making processes.
4) Building stronger cross-cultural communication and relationship-building skills.

Coaching Pool Funding
NVF will fund their coaching fund annually through its budgeting process and will require board approval. The total coaching fund may vary year by year. Funds will be made available each year until the pool is depleted; once all funds are used, unfunded requests must wait until the following budget cycle for consideration. The maximum grant award per project per grant cycle will be $5,000. Projects can apply for $10,000 annually with a lifetime total of $30,000. Grant funds received by projects must be used within twelve months of receipt.

Eligibility Criteria
To be eligible for funding from the Advancing Equity & Belonging - Grant Fund, applicants must:

- Be an active project for at least a year with a spin date of a minimum of two (2) years from the application date.
- Demonstrate a clear commitment to learning, growing and advancing equity, diversity, and belonging.
- Present a clear proposal with anticipated benefits to the project and project staff.
- Provide a detailed budget that outlines how the grant will be used to support the initiative.
- The project cannot be in the red zone at the time of application.

Application Process
Grant Proposal: Applicants can submit two applications per year, one per grant cycle, for a maximum annual award of $5,000. Submissions are accepted during the open award periods noted in the application. Applicants will complete the online application, including identification of the problem, and anticipated benefits to the
project/project staff and the fund’s equity & belonging goals. If you are currently engaging with a coach and would like to use the grant towards the support, please submit a statement of work from the contractor/coach.

**Review and Selection:** Proposals will be reviewed by the Equity & Belonging Council with a final recommendation to each fund’s designated leadership for approval. Selection will be based on alignment with the fund’s goals and potential for positive impact.

*Grant Award:* Successful applicants will receive funds to support engagement with a coach to increase their learning and growth opportunities as identified in their application.

**Reporting and Evaluation:**
Grantees must provide mid- and end-of-cycle progress reports to the E&B Council’s executive leadership. Information will remain confidential and will not be shared. In addition, by participating in the program projects will be required to share the vendors/consultants your projects engaged with along with a recommendation for future use by other projects.

**Conclusion**
The Advancing Equity & Belonging – Coaching Hours Fund is committed to supporting projects and project staff working to create a more just, inclusive, and equitable world. Through financial support, this fund aims to support project leaders and staff on their equity & belonging journeys to ensure you develop the necessary skills, insights, and strategies to contribute positively to building our equity and belonging culture.

To facilitate your preparation for the online application process, these are the questions that will be asked:

**Project Information**
- Name of Project
- Contact Person (if applicable)
- Contact Email
- Contact Phone Number

**Request Details**
- What complexities of promoting equity and belonging are you trying to solve by engaging in coaching? (briefly describe your challenge and its connection to equity and belonging - max 250 words/1250 characters)
- Target audience (who will benefit from this work?)
- Expected impact (What positive changes do you anticipate because of this grant?)
- Timeline (Start and end dates)

**Funding Request**
- Amount requested (specify the grant amount you are requesting)

**Equity and Belonging Commitment**
- How does your project align with principles of equity, diversity, and belonging? (max 500 words)
- Is your project leader/supervisor aware and in support of this application?
- Are you currently working with a coach?

*Thank you for your dedication to advancing equity and belonging. We look forward to reviewing your application and supporting your important work.*