



Horizons Foundation is the world’s first community foundation of, by, and for LGBTQ people, Horizons invests in LGBTQ nonprofits, strengthens a culture of LGBTQ giving, and builds a permanent endowment to secure our community’s future for generations to come.

**Request for Proposal (RFP)**

**Transgender People of Color Initiative**

**December 20, 2024**

Content:

Introduction

Summary & Background

Purpose

Scope of Work – Key Deliverables

Eligibility

Grantmaking Timeline and Process

Addendum: Data Tables

## Request for Proposal – Transgender People of Color Initiative

Deadline for Submission: Monday, February 3, 2025 by 12:00 PM PT

### **INTRODUCTION**

Horizons Foundation (Horizons) is issuing this Request for Proposal (RFP) to support the growth and sustainability of nonprofit organizations led by and serving Transgender People of Color (Trans POC) in the San Francisco Bay Area. Despite the Bay Area's high concentration of LGBTQ individuals and its rich racial and ethnic diversity, Trans POC communities face significant economic and social challenges, exacerbated by systemic inequities and limited philanthropic support. This RFP aims to address the critical funding gap by investing in the infrastructure and workforce development of Trans POC-primary organizations. By strengthening their operational capacity and leadership, this initiative seeks to build more resilient organizations that can better serve and advocate for transgender communities, particularly those facing intersectional forms of discrimination. The funding will help these organizations overcome barriers, expand their impact, and contribute to a more robust and equitable nonprofit ecosystem, fostering long-term positive change for Trans POC communities in the region.

Through the Trans POC Initiative, Horizons is committing to investing in and partnering with Trans POC-primary organizations by providing funding towards multi-year, transformative infrastructure (higher impact-sized grants up to \$100,000 per year for up to three years).

### **SUMMARY AND BACKGROUND:**

Horizons is issuing this RFP to partner with and support nonprofit organizations led by and serving Trans POC. We aim to invest in the long-term sustainability of Trans POC-primary organizations, strengthening their ability to serve their communities, fulfill their mission, and contribute to a more inclusive and equitable nonprofit ecosystem.

The San Francisco Bay Area stands out within California for its higher concentration of LGBTQ individuals (particularly transgender individuals), rich ethnic and racial diversity, and greater income inequality. The Bay Area's transgender community is incredibly diverse, reflecting broader state trends in racial and ethnic composition. However, the economic challenges faced by LGBTQ individuals, especially transgender individuals, are more acute in this region than in other parts of the state, particularly in terms of income inequality.

Despite the growing visibility and needs of the transgender community, philanthropic dollars allocated to transgender issues and transgender-led organizations remain severely limited. According to Funders for LGBTQ Issues, in 2022, for every \$100 awarded by U.S. foundations, only 4.6 cents specifically supported transgender and gender nonconforming communities and issues in that year. The stark contrast between the limited philanthropic investments and the exacerbated disparities affecting transgender communities is especially pronounced when considering the intersecting challenges faced by Trans POC.

This RFP seeks to address the funding gap by making a deliberate investment in Trans POC-primary organizations in the Bay Area. Our goal is to help build the infrastructure and workforce capacity of these organizations, enabling them to address the unique needs of transgender communities and sustain their critical work. This funding will empower these organizations to thrive, advocate for their communities, and contribute to the broader movement for justice, equity, and inclusion.

By investing in Trans POC organizations, we aim to foster a more robust and equitable nonprofit ecosystem that supports the continued growth and sustainability of organizations that focus on an underserved segment of the LGBTQ community. These organizations are essential for addressing the needs of transgender individuals—particularly transgender people of color—who continue to face systemic inequality and limited access to resources, support, and opportunity.

### **Purpose of the RFP**

The LGBTQ nonprofit sector plays a vital role in addressing the social and political challenges faced by all parts of the LGBTQ community. However, Trans POC organizations often face additional barriers, including limited access to funding, resources, and capacity-building opportunities. This RFP aims to support projects that will improve the internal infrastructure and strengthen the workforce capacity of these organizations, enabling them to scale their efforts and ensure long-term sustainability.

Investing in Trans POC-primary organizations is critical to improving the lives of the Trans POC community, who face systemic inequalities in areas such as healthcare, employment, and civil rights. By providing these organizations with the necessary tools to strengthen their infrastructure and develop their workforce, we are ensuring that they are better equipped to meet the needs of their communities and advocate for transformative social change.

### **Participatory Grantmaking Process**

As a community foundation of, by, and for the LGBTQ community, Horizons has consistently reflected and been guided by its values in the way it has conducted the grantmaking process. For the Trans POC Initiative, a Participatory Grantmaking (PGM) approach was implemented. The PGM process is consistent with Horizons' grantmaking approach, especially when the focus is a key segment of the LGBTQ community that has been underrepresented and under-resourced.

PGM significantly shifts power to make philanthropy more democratic, inclusive, and effective. Although PGM presents challenges, e.g., can bring additional complexity in decision making and it is time- and resource-intensive, we find that when PGM is done well, the results lead to more impactful and sustainable outcomes while harnessing collective community wisdom, in particular from the Transgender POC community.

During the PGM process, much discussion took place about using “POC” or “BIPOC” (*Black, Indigenous, and People of Color*) to name and describe the initiative. Even though the PGM process strives to build consensus whenever possible, continuing the use of *POC* for this initiative was decided by the majority of our participants after much discussion and reaching a compromise among supporters for *POC* and for *BIPOC*. The preference for the use of either term represents the evolving nature of racial and ethnic discourse and the ongoing struggle for equity and inclusion.

As further background, the use of both terms (*POC* and *BIPOC*) is part of a broader social justice lexicon to address issues of racial and ethnic identity and systematic discrimination faced by non-white populations in the United States. *POC* has a much longer history of use as a form of a more inclusive term to refer to non-white groups under a single umbrella. Using *POC* promotes a collective identity that emphasizes commonalities of systemic discrimination and thus becomes a powerful term in the advocacy of human rights and social justice principles. While *POC* serves as an inclusive term, it sometimes obscures the unique experiences and severe forms of discrimination and violence faced by different racial groups, particularly those of Black and Indigenous people. This realization led to the coining of the term *BIPOC*. *BIPOC* aims to highlight the specific injustices and forms of systemic racism faced by Black and Indigenous communities, recognizing their historical and ongoing struggles.

The discussion of the use of *POC* and *BIPOC* also included examining the ethnic/racial demographic composition, sexual orientation and gender identity, and income inequality of the San Francisco Bay Area in order to inform the discussion. Data tables can be found at the end of this RFP.

## **OBJECTIVES AND GOALS FOR THE RFP**

The objective of this funding opportunity is to strengthen Trans POC-primary organizations in the SF Bay Area by improving their infrastructure and workforce capacity. Below are examples of possible objectives and goals that an organization may propose to improve their infrastructure and workforce capacity. Applicants are encouraged to speak with Horizons staff about objectives and goals that they would like to propose for their organization and that may align with the purpose of this RFP – organizational infrastructure improvement and/or organizational workforce development and capacity building.

### **1. Enhance Organizational Infrastructure**

- Improve internal systems, operations, and governance structures to support long-term growth and sustainability.
- Strengthen financial management, administrative processes, and technology systems to increase operational efficiency and effectiveness.
- Develop or improve facilities, tools, or resources to enable the organization to better serve its community.

### **2. Build Workforce Capacity and Leadership**

- Invest in leadership development programs for staff, executive leadership, and volunteers, with a focus on enhancing skills and leadership within Trans POC-primary organizations and community.
  - Support succession planning and leadership pipeline initiatives to ensure sustainable, effective leadership in the future.
  - Foster a positive, inclusive organizational culture that supports the retention and growth of talented individuals, particularly from underrepresented communities.
- 3. Support Transition to 501(c)(3) Status**
- Provide resources and guidance to help fiscally sponsored organizations transition to independent 501(c)(3) status, including legal, financial, and administrative support.
  - Build capacity to ensure the organization is prepared to operate autonomously as a fully independent nonprofit with all necessary structures in place for compliance and sustainability.
- 4. Sustain and Diversify Funding Streams**
- Develop strategies to secure additional, sustainable funding and reduce reliance on a limited number of funding sources.
  - Increase the organization’s capacity to build partnerships and collaborate with other stakeholders in the nonprofit and philanthropic sectors to diversify support.
- 5. Address Intersectional Challenges**
- Focus on addressing the unique, intersectional challenges faced by transgender POC communities, ensuring that solutions are culturally competent and tailored to their specific needs.
- 6. Other**

**ELIGIBILITY**

- **Population Focus of Organization:** Applications will only be considered from **Trans POC-Primary** organizations that meet the following three criteria:
  1. an organization whose mission centers Trans POC as the primary focus of the work;
    - please note that Trans POC is the primary focus, not “Trans and POC” or “Trans or POC.” For example, an organization whose mission primarily centers Trans API qualifies, while a trans organization that happens to serve Trans API does not.
  2. an organization whose staff and boards predominantly reflect the Trans POC community they serve (65% or more);
  3. and an organization which primarily serve Trans POC community (65% or more).

- **Type of Organization:** be a nonprofit, 501(c)(3) organization, or provide documentation that the organization is fiscally sponsored by an organization that has 501(c)(3) status
  - Please note: a Trans POC project imbedded within a nonprofit is not eligible for funding under this RFP.
- **Size of the organizations:** There is no annual budget cap, so organizations of any size can apply. A funding priority will be given to organizations with an annual budget under \$3 million.)
- **Geographical Location:** Applicant must be based within one or more of these SF Bay Area counties: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma
- **Size and length of the initiative:** The maximum grant award is \$100,000 per year for up to three years for a total of \$300,000.

**GRANTMAKING TIMELINE AND PROCESS**

- Friday, December 18, 2024 – RFP release and application portal open
- Monday, January 6, 2025, at 11 a.m. PT – Zoom Information Session.
- Monday, February 3, 2025, by 12 p.m. PT – Application deadline
- Funding decision will be announced late February / early March 2025

Horizons staff will be available for individual consultations between January 7 and January 30, 2025, by emailing [grants@horizonsfoundation.org](mailto:grants@horizonsfoundation.org).

**Submission Portal**

All applications and required material must be submitted through Horizons’ online portal by **Monday, February 3, 2025 by 12 p.m. PT**. No late applications will be accepted. <https://www.grantinterface.com/Home/Logon?urlkey=horizonsfoundation>

**ADDENDUM: DATA TABLES**

According to the U.S. Census Bureau (2020), the nine counties of the San Francisco Bay Area—Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma—present a diverse microcosm of California’s broader ethnic and racial diversity, with some notable distinctions.

California	SF Bay Area	Notes
<b>Latino:</b> 39.4%	<b>Latino:</b> 23.5%	The Latino population is significantly lower in the Bay Area (23.5%) than in California as a whole (39.4%). This discrepancy can be attributed to the historical settlement patterns and economic opportunities that have attracted

		different ethnic groups to various parts of the state.
<b>Black or African American:</b> 6.5%	<b>Black or African American:</b> 5.8%	The percentage of Black or African American residents is marginally lower in the Bay Area (5.8%) compared to California (6.5%). Within the Bay Area, there are notable concentrations of Black communities.  This is a stark shift from 1980- where the Black population in the Bay Area exceeded 24% of the region's population.
<b>Asian:</b> 15.5%	<b>Asian:</b> 28.8%	The Bay Area has a significantly higher percentage of Asian residents (28.8%) compared to the state average (15.5%). This is a result of historical immigration patterns, particularly the influx of Chinese, Filipino, Indian, and Vietnamese immigrants who have settled in the region over the past century.
<b>Native American and Alaska Native:</b> 1.6%	<b>Native American and Alaska Native:</b> 0.8%	Both the Bay Area (0.8%) and California (1.6%) have relatively small Native American and Alaska Native populations. The lower percentage in the Bay Area might be due to the urban nature of the region.
<b>Native Hawaiian and Other Pacific Islander:</b> 0.5%	<b>Native Hawaiian and Other Pacific Islander:</b> 0.6%	The percentage of Native Hawaiian and Other Pacific Islander residents is slightly higher in the Bay Area (0.6%) compared to California (0.5%). This small difference highlights the presence of Pacific Islander communities, particularly in specific parts of the Bay Area.
<b>White:</b> 36.5%	<b>White:</b> 39.2%	The proportion of White individuals is slightly higher in the Bay Area (39.2%) compared to the overall state (36.5%). However, this slight increase does not substantially alter the multicultural fabric of the region, which remains one of the most diverse in the nation.
<b>Two or more races:</b> 5.4%	<b>Two or more races:</b> 5.3%	The proportion of individuals identifying as two or more races is fairly similar in the Bay Area (5.3%) and California (5.4%). This similarity indicates a broad acceptance and acknowledgment of mixed heritage in both the region and the state.

The San Francisco Bay Area stands out within California for its higher concentration of LGBTQ individuals. This distinction is shaped by historical, political, and social factors that continue to attract and support the LGBTQ community.

California	SF Bay Area	Notes
<p><b>Sexual Orientation</b></p> <ul style="list-style-type: none"> <li>The PPIC's 2019 study estimated that approximately 4.5% of California's adult population identifies as LGBTQ+</li> <li>The Williams Institute reports that Los Angeles County has a large LGBTQ+ population, but the percentage is slightly lower than that of San Francisco County (2020).</li> </ul>	<p><b>Sexual Orientation</b></p> <ul style="list-style-type: none"> <li>According to a 2019 study by the PPIC, approximately 6.2% of adults in the San Francisco Bay Area identify as LGBTQ+</li> <li>The Williams Institute at UCLA School of Law found that San Francisco Bay Area has an LGBTQ+ population of 6.7%, one of the highest in the nation (2020).</li> </ul>	<p>Estimates suggest that around 6-7% of the population identify as LGBTQ+ in the Bay Area, which is higher than the national average of about 4.5%.</p>
<p><b>Transgender Identity:</b></p> <p>Data from the 2015 U.S. Transgender Survey indicated that around 0.5% of California's</p>	<p><b>Transgender Identity:</b></p> <p>Data from the 2015 U.S. Transgender Survey revealed that the Bay Area</p>	<p>Estimates indicate that approximately 0.8% of the Bay Area population identifies as transgender, compared to the national average of 0.6%.</p>



population identifies as transgender, which is slightly lower than the percentage in the SF Bay Area.	has a higher percentage of transgender individuals compared to other regions, with San Francisco County having about 0.8% of its population identifying as transgender.	
---	---	--

Income inequality is a significant socio-economic issue affecting various regions across the United States. According to the 2019 and 2021 U.S. Census Bureau reports, the San Francisco Bay Area, comprising nine counties, is often highlighted for its stark economic disparities despite being one of the wealthiest regions.

California	SF Bay Area	Notes
<p><b>Income Inequality:</b></p> <p>California, as a whole, exhibits substantial income inequality, though not as pronounced as in the Bay Area. According to the U.S. Census Bureau, California's median household income was \$80,440 in 2020. While this is higher than the national median, it reflects a broad range of incomes across different regions.</p>	<p><b>Income Inequality:</b></p> <p>The San Francisco Bay is known for its high cost of living and significant disparities in income distribution. According to the U.S. Census Bureau, the median household income in the Bay Area was \$112,447 in 2020, significantly higher than the national median of \$68,700.</p>	<p><b>The Bay Area exhibits the highest income inequality in California.</b> Overall, the income gap in the Bay Area is stark, with <i>top earners making 12.2 times more than those at the bottom</i>, e.g., top 5% of households in San Francisco County earn an average of \$808,105 annually compared to \$16,184 for the lowest 20%.</p>

<p><b>Gini Coefficient</b></p> <p>The Gini coefficient for California was 0.489 in 2019, higher than the national average of 0.481.</p>	<p><b>Gini coefficient</b></p> <p>The Gini was 0.514 for San Francisco County in 2019, indicating significant income disparity.</p>	<p>The Gini coefficient is a statistic that measures the inequality of income distribution in a society</p> <p>The Bay Area's Gini coefficient is among the highest in the nation.</p>
---	---	--