

NEA Racial Justice in Education

Affiliate Information

Affiliate IRS Information

The information in this section has been retrieved from the IRS database. If this is not your affiliate, use the back button in your browser to reenter the correct EIN number.

IRS Employee ID Number (EIN)

Affiliate Legal Name

Doing Business As

as it appears on the IRS database

Tax Registration Date

Affiliate General Information

Affiliate Name

The pre-populated affiliate name is the organization name registered with the IRS for the EIN number provided. You may change this to your local affiliate name if different than what the IRS has on file. Federal Education Association should provide the International Affiliate requesting the grant.

Street Address

City\Province

For non-U.S., provide state, province, territory, county as required

State

Non-U.S. affiliates select "Non-U.S."

- Select One -

Country

- Select One -

Postal Code

Affiliate Type

Local Affiliate Leadership Contact

LOCAL AFFILIATES, you are **required** to provide the local affiliate leader's contact information below.

STATE AFFILIATES, leadership information (President\Executive Director) is pre-populated by the system, so you may skip this section.

Prefix

<None>

First Name

Middle Name\Initial

Last Name

Suffix

<None>

Title

Work Street Address

Work City\Province

Work State

Work Country

<None>

Work Postal Code

E-mail

Work Phone

Extension

Mobile Phone

Affiliate Partners

Will you be partnering with other NEA affiliates on this project?

Yes

List all NEA state and local affiliate partners for this grant request below.

Affiliate Partner Name 1

Affiliate Partner Type 1

State

Affiliate Key Contact 1

Affiliate Partner Name 2

Affiliate Partner Type 2

State

Affiliate Key Contact 2

Affiliate Partner Name 3

Affiliate Partner Type 3

State

Affiliate Key Contact 3

Affiliate Partner Name 4

Affiliate Partner Type 4

State

Affiliate Key Contact 4

Affiliate Partner Name 5

Affiliate Partner Type 5

State

Affiliate Key Contact 5

Detail the roles of each affiliate partner identified above.

Request Information

Request General Information

Submission Date

5/1/2024

Brief Project Title

Total Request Amount

Is your State Affiliate aware of this grant application?

Request Primary Grant Contact

The information in this section is pre-populated from the last application you submitted. Please update as applicable to ensure our records are up to date.

Prefix

- Select One -

First Name

Middle Name\Initial

Last Name

Suffix

<None>

Title

Work Address

Work City\Province

For non-U.S., provide state, province, territory, county as required

Work State

For Federal Education Association select "Non-U.S."

- Select One -

Work Country

Work Postal Code

E-mail

Work Phone

Extension

Mobile Phone

Racial Impact Assessment

State affiliates that enter into partnership with the NEA Center for Social Justice agree to demonstrate a strong commitment to Racial Justice in Education, and organization-wide priority, by emphasizing the following three practices:

1. Explicitly addresses racial equity (fairness and justice across racial groups) and the elimination of racism (racial inequities, disparities and bias) in its goals and plans;
2. Includes deliberate strategies to develop and expand the leadership of people of color, including new teachers of color and other stakeholders of color, and;
3. Includes specific activities that build connections and solidarity across different racial groups -- internally and externally -- to expand multiracial unity and power.

Does this work explicitly address racial inequities and impacts? Do materials, communications and work products from this work explicitly address racial inequities and impacts?

Who benefits from this work?

How many students or educators of color are positively impacted by this work?

Is there a racial justice disparity that is being addressed? Are conditions being improved?

Is the racial equity practice being introduced? Can this practice be systematized?

Does this work build NEA's Racial Justice muscle?

Does this work explicitly foster pathways for educators of color to play leadership roles in the work and in our association?

How does this work impact the identification, recruitment, engagement , and development of new and current members, activists and/or leaders of color?

RACIAL JUSTICE STRATEGIC OBJECTIVES

Strategic Focus Definitions:

- **Awareness:** The objective is to build racial equity awareness and analytical capacity across our Association, fostering an understanding of key concepts such as institutional and systemic racism, implicit bias, racial equity and multiracial systemic solutions. Shared knowledge and conceptual clarity helps normalize explicit and constructive conversations about race.
- **Capacity Building:** The objective is to equip members, leaders, staff and partners with the skills, tools, strategies, resources and relationships to be effective leaders and advocates in the fight for racial and social justice.
- **Action:** The objective is to engage and activate members, leaders and stakeholders in on-the-ground efforts to combat institutional racism and advance racial justice. Some actions are external--organizing to advance changes in our schools and communities--while others are internal--implementing equitable practices that change our Association's work.

Strategic Focus

Check all that apply

Strategic Objectives

Which one of the NEA Goals is most aligned with the purpose of your grant proposal?

Advance Racial Justice in Education

Which one of these ten content areas ("content clusters") best describes the primary focus of your grant proposal?

Select up to five keywords (out of 50) that further describe your grant program content and focus:

Request Detail

Project Description

The project description includes how it aligns with the three racial justice practices stated above.

Theory of Success

What is the story you want to tell when the project is complete? How will you know that your project was successful?

Does the proposal establish a new relationship or continue an existing relationship with a partner?

What is the demographic makeup of the community(ies) in which the project takes place?

What is the demographic makeup of the educators and/or students that will be impacted by this grant?

What specific resources will the State, Local Leaders, Uniserv staff and/or building representatives have?

Geographical Area Served by the grant?

Select the State or Country that is MOST impacted.

Membership Category(ies) served by the grant?

Non-Affiliate Partners

Will you be partnering with any non-affiliate organizations on this project?

List all NON-affiliate partners for this grant request below

Non-Affiliate Partner Name 1

Non-Affiliate Partner Type 1

NA Key Contact 1

Non-Affiliate Partner Name 2

Non-Affiliate Partner Type 2

NA Key Contact 2

Non-Affiliate Partner Name 3

Non-Affiliate Partner Type 3

NA Key Contact 3

Non-Affiliate Partner Name 4

Non-Affiliate Partner Type 4

NA Key Contact 4

Non-Affiliate Partner Name 5

Non-Affiliate Partner Type 5

NA Key Contact 5

Detail the roles of each NON-affiliate partner identified above.

Project Budget

Anticipated Budget

Amount Requested

Enter your anticipated budget amounts for each budget category. Please note that you will be required to submit ACTUAL SPENDING by budget category via online progress and final reports.

REVENUE

In-Kind

0

Affiliates

0

Non-Affiliates

0

PERSONNEL\STAFFING

Will the project impact the work of staff assigned to your affiliate? If so, please explain in detail.

Salaries

0

Benefits

0

**Paid Release
Time**

0

Stipends

0

Substitutes

0

SUB-TOTAL: PERSONNEL\STAFFING

0

Provide a detailed justification for the proposed personnel\staffing grant expenditures.

CONSULTANTS\VENDORS

SUB-TOTAL: CONSULTANTS\VENDORS

0

Provide a detailed justification for the proposed travel grant expenditures.

OTHER DIRECT

**Training
Materials**

0

**Curriculum
Materials**

0

**Office
Supplies**

0

Equipment

0

**Meeting Room
Rental Expense**

0

**Promotional
Items**

0

**Postage
Comm.**

0

Printing

0

Other Direct

0

SUB-TOTAL: OTHER DIRECT

0

Provide a detailed justification for the proposed other direct grant expenditures.

What programmatic resources do you anticipate requesting in support of this grant?

Anticipated Results

Project Goals and Benchmarks

Please provide detail for up to 5 goals specific to this grant request.

Goal 1 Description

Goal 1 Benchmarks - What does success look like?

Goal 1 Key Activities

Goal 2 Description

Goal 2 Benchmarks - What does success look like?

Goal 2 Key Activities

Goal 3 Description

Goal 3 Benchmarks - What does success look like?

Goal 3 Key Activities

Goal 4 Description

Goal 4 Benchmarks - What does success look like?

Goal 4 Key Activities

Goal 5 Description

Goal 5 Benchmarks - What does success look like?

Goal 5 Key Activities

NEA Quantitative Metrics

Provide values for all applicable quantitative metrics below. For those metrics not applicable to your grant request, leave default value of zero (0).
If awarded, actual figures will be collected as part of regular progress reports.

Anticipated # Members Engaged

0

Anticipated # Potential Members Engaged

0

Anticipated # Members Recruited

0

Anticipated # of Sharable Resources Developed

NOTE: These resources are expected to be shared with NEA.

0

Anticipated # Community Stakeholders Engaged

0

Anticipated # Leaders Identified

0

Program Specific Quantitative Metrics

Anticipated # New Partnerships Formed

0

Results Summary

Evaluation Plan

Sustainability Plan

Communications

Communications Plan Summary

Please provide summary information regarding your communications plan for this grant. **If not applicable you must enter "NA"**

Communications Plan - Description and Goal(s)

Communications Plan - Measurable Outcome(s)

Terms

NEA GRANT TERMS

- 1. Only NEA affiliates are eligible for these NEA grants. By applying for this grant, you affirm that your affiliate is an NEA affiliate subject to the requirements of the NEA Constitution and Bylaws.**
- 2. Record all member recruitment and engagement data (one on ones, new members, and new leaders) in My Workers VAN, NEA360, or another mutually acceptable and accessible database that allows the information to be appended to the member's profile.**
- 3. Funds will be provided to the affiliate as documented progress is reported and outcomes are achieved, per NEA approval.**
- 4. Progress reports are due electronically in the format provided as agreed upon. This includes budget reports comparing the actual expenses incurred during grant implementation with the original budget. If significant changes are being made to the approved work or budget, the primary grant contact should contact their assigned NEA liaison for prior approval.**
- 5. Affiliate leaders will share program development, materials, and key learnings with other affiliates electronically (e.g., virtual events and www.mynea360.org) and/or at appropriate events.**
- 6. Any grant funds received will be spent by the end of the grant term in accordance with the approved goals, program, and budget. NEA reserves the right to request any remaining funds be returned if unused by the end of the term, or if there has been a lack of progress. If the grant term needs to be altered, the affiliate should contact their assigned NEA liaison for consideration/approval.**
- 7. NEA has the ability, based upon reporting and other discovery, to withhold grant payments if it is determined there is a lack of appropriate progress.**
- 8. A NEA liaison will be assigned to each awarded grant. The affiliate grant contact will respond promptly to communications from the NEA liaison.**
- 9. Grantees are expected to promote the grant program and utilize the NEA brand on all communications and materials as part of the approved communications plan.**
- 10. If your grant request is approved, the information provided in this application will constitute the grant agreement between NEA and your affiliate, including all goals, deliverables and proposed outcomes, and budget. NEA reserves the right to request additional clarifications or terms as part of the grant agreement, which will take the form of an addendum and be mutually agreed upon by NEA and your affiliate.**
- 11. Your affiliate agrees to assign to NEA all right, title, and interest to any copyrightable works, trademarks, and other intellectual property that arises from any course curriculum, professional development sessions for educators, micro-credential courses or similar activities created by your affiliate using the grant funds (collectively, the "Intellectual Property"). In exchange for this transfer of rights, NEA grants your affiliate a limited license to use, reproduce, distribute, and publicly display the Intellectual Property solely in connection with that affiliate's everyday business activities.**
- 12. Election Activities as Applicable - Your affiliate agrees that grant funds will not be used to make a contribution or expenditure in connection with any election for federal, state, or local public office, or for any other purpose constituting an "exempt function" activity as defined in Section 527 of the Internal Revenue Code, 26 U.S.C. § 527.**

13. **Lobbying Activities as Applicable - Your affiliate understands that funds expended for lobbying activities may require registration and/or reporting pursuant to state or local lobbying disclosure laws. Affiliates should contact NEA Office of General Counsel for guidance.**
14. **By accepting grant funds, your affiliate agrees to use the funding for the specific purpose(s) as outlined in your grant application, as modified and approved by NEA; to submit all requested reports; and to return any funds not used for the purposes outlined in the grant at the end of the grant term. For accounting purposes, NEA has determined that the grant funds are unconditional with donor restrictions. If awarded, please make sure this language is shared with your business manager for accounting purposes.**
15. **If awarded, grantees are to keep accurate and separate records to document Grant expenditures.**
16. **NEA reserves the right to review or audit applicable expenses of awarded Grants.**
17. **If awarded, NEA may terminate this grant at any time if the grantee fails to perform any of its material obligations or materially breaches its representations under this grant, including if grantee uses the funds for any purpose apart from those shown in the grant. If NEA terminates this grant in accordance with this paragraph, its financial obligations under this grant will cease and grantee will refund to NEA any amount paid.**

If your grant is awarded for \$250,000 or greater, these following terms and conditions will also apply:

1. **In recognition of the scale of NEA investment, your affiliate agrees as a condition of receipt of these grant funds, that it shall not disaffiliate from NEA or its state affiliate for at least five years after the date this MOU is executed.**
2. **If your affiliate terminates its affiliation with NEA or takes any action that justifies NEA's termination of said affiliation under its governing documents and/or policies, this grant agreement will terminate as of the effective date of termination of affiliation. Within thirty days after the effective date of termination of this agreement, pursuant to this section, your affiliate will pay to NEA, as liquidated damages, the full amount of payments made by NEA to your affiliate as part of this grant.**
3. **The parties agree that any disaffiliation effort, either attempted or completed, shall entitle NEA to a temporary restraining order, preliminary injunctive relief and permanent injunctive relief from a court of competent jurisdiction.**

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| Agreement to Terms |
| Enter the name of the person who has reviewed the NEA grant terms above and is authorized to agree to them. |

Name of Person Authorized to Agree to Grant Terms