



# CENTER FOR RACIAL and SOCIAL JUSTICE RACIAL JUSTICE in EDUCATION (RJE) GRANTS FUNDING GUIDELINES and CONSIDERATIONS

The National Education Association’s (NEA) Center for Social Justice announces the availability of Racial Justice in Education Grants for Affiliates to explicitly address racial equity and justice (fairness and justice across racial groups) and the elimination of racism (racial inequities, disparities and bias) in its goals and plans through:

- Deliberate strategies to develop and expand the leadership of people of color;
  - Including new teachers of color and other stakeholders of color.
- Specific activities that build connections and solidarity across different racial groups--internally and externally--to expand multiracial unity and power.
- Organizational change, development and transformation strategies and activities.

## What Guides Us

- Grant proposals should outline a detailed plan that supports the NEA Racial Justice in Education Framework. This includes: raising awareness, building capacity and action(s) aimed at promoting racial justice and address institutional racism in the educational system and beyond. These strategies should address and highlighting root causes and symptoms of institutional and structural racism.
- Grant proposals should be action-and-results oriented. While proposals may include research-based and HCR-approved training to increase awareness, preference should be given to proposals that focus on institutionalization of the work on racial equity and policy or systemic change. This includes organizational policies, or legislation at the local, state and national level.
- Funded initiatives should outline a detailed plan for intentional engagement, recruitment, leadership development, and retention of members of color. Strategies should aim to operationalize racial equity within the funded organizations.
- Grant proposals should include initiatives that create inclusive and sustainable infrastructures led by a diverse group of member leaders that represent a broad and diverse membership body. Such efforts would ensure continued engagement of NEA members in the work of racial justice.
- Grant proposals should clearly identify the ways they plan to include individuals in decision making who have been historically and adversely affected by racial injustice and other aspects of the racial justice work (i.e., community members, students, parents, etc.).



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- Grant proposals should include collaboration with new, non-traditional partners with experience working on institutional racism issues within the local community.
- Grant proposals should outline clear goals directly related to racial justice, SMART objectives (Specific, Measurable, Achievable, Realistic and Timely), performance metrics, and detailed work plans. Ideally, it should also include an evaluation plan designed to demonstrate effectiveness of the initiative.

Racial Justice in Education Grant considerations are made inclusive of the following strategic outcomes:

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

State and Local Affiliates of NEA are eligible and may apply for Racial Justice in Education Grants through the NEA [website](#). In order to be considered, each grant proposal should include; detailed planning and supporting documents, narrative and budgetary information (with budget data tied directly to the proposed activities). Typically, funded grant requests range from \$10,000 to \$75,000 over a 1-year period.

For additional information about Racial Justice in Education Grants, please email [HCR@nea.org](mailto:HCR@nea.org).