

**LIVE UNITED**



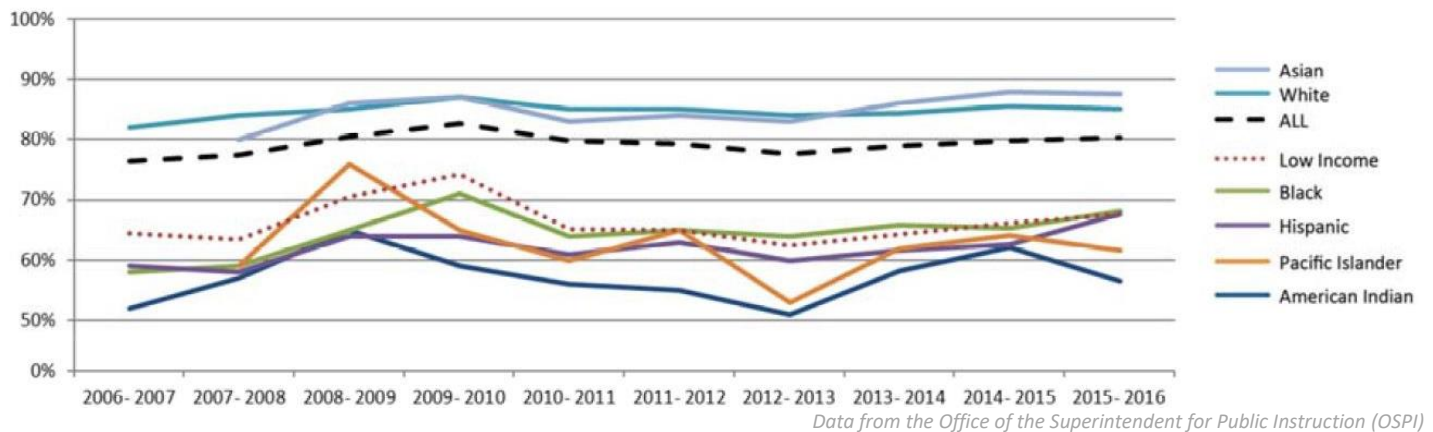
United Way of King County

## United Way of King County Keeping Youth Connected Culturally Integrative Services Funding Announcement

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### Overview and Goal:

**High School Graduation Rates by Race**  
(King County)



Racial disparities in high school graduation continue to persist in our region. Research tells us that youth programs that intentionally focus on cultural identity have positive impacts on academic success<sup>1</sup>. Based on input from a variety of community stakeholders, United Way of King County is seeking proposals for culturally integrative youth development programs that keep youth of color in school and on a path to graduation. In addition to funding direct services, throughout the year United Way will convene funded organizations to establish shared vocabulary and strategies for this growing body of work, which is referred to using a variety of terms- culturally relevant, cultural mentoring, code switching, decolonization, and more.

**Funding Available:** Up to \$1,200,000 is available.

**Award range:** Grants will typically be in the \$50,000-100,000 range.

**Eligibility:** Youth-serving community-based nonprofits (or organizations with a fiscal sponsor) in King County.

**Funding period:** Awards will be made for a 12-month period: January 1 – December 31, 2019.

## Timeline

Funding announcement released, Application Live. <i>Registration is required to complete application</i>	August 1, 2018
Application information session	August 13, 2018 10:30am – 12:00pm Renton Highlands Library <a href="#">RSVP here</a>  August 15, 2018 10:30am - 12:00pm (via Skype) <a href="#">RSVP here</a>
Application registration due in eClmact by 5pm	August 29, 2018
Application conversations with United Way staff	Sept 4 - Sept 7 2018
Written application due in eClmact	September 19, 2018
Applicants notified of invitation for interview	September 27, 2018
Applicant Interviews- <b>Please make sure someone from your leadership team is available within this timeframe.</b> Interviews will be held in community locations and will last approximately 45 minutes.	October 15 – 19, 2018
Applicants notified of funding decision	November 20, 2018
Contracts Begin	January 1, 2019

### The Application Process includes three stages:

**Step 1:** Application Registration. Applicants will answer a brief set of questions through [eClmact](#) and schedule a conversation to talk briefly with United Way staff. Application Registration is required in order to access the full application.

**Step 2:** Written application. Applicants will be able to complete a written application following the Application Registration.

**Step 3:** In-person Conversation. Applicants will be invited for an in-person conversation. These conversations will be held at locations in the community.

**Registration & Application Materials** will be available on the [eClmact](#) website beginning **August 1, 2018**. For help logging into or navigating eClmact, contact Damian Spence at [dspence@uwkc.org](mailto:dspence@uwkc.org) or 206.461.8511 or Sue Wyss at [swyss@uwkc.org](mailto:swyss@uwkc.org) or 206.461.3778. Technical assistance may be limited near the due date. Please do not wait until the last minute to complete your application in eClmact.

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### Notes:

1. Neblett, E. W., Rivas-Drake, D., & Umaña-Taylor, A. J. (2012). The promise of racial and ethnic protective factors in promoting ethnic minority youth development. *Child Development Perspectives*, 6(3), 295–303.  
doi: [10.1111/j.1750-8606.2012.00239.x](https://doi.org/10.1111/j.1750-8606.2012.00239.x).

## **Strategy**

United Way of King County seeks to support culturally integrative services for youth from racially, ethnically and economically disadvantaged populations. These services allow youth of color to navigate mainstream society while maintaining features of their heritage culture, leading to less conflict and stress in their lives and more ability to focus on education.

Examples include:

- Out of school time activities that increase sense of belonging and sense of cultural identity and pride for youth and their parents.
- Programs that focus on self-empowerment and other types of critical thinking and awareness with the intention of keeping young people engaged in education.
- Cultural mentoring programs that use culture, race and ethnicity to help youth persevere in their education.
- Programs that use a youth's home culture as a strength and asset to help engage youth.
- Youth leadership programs that have a strong emphasis on cultural identity and youth organizing.

Services NOT eligible:

- General afterschool or out of school programs without an acculturation/cultural integrative focus.
- Programs that focus on assimilation or blending in as the only strategy for youth of color.

Successful applicants will demonstrate the capacity to deliver effective, culturally competent services that have the potential to reduce identified racial disparities. Priority will be given to organizations with experience in serving the focus populations in South King County.

## **Focus Population**

Middle and High School aged youth of color, including immigrants, refugees, English Language Learners (ELL) *in particular African American, African Immigrant/Refugee, Native American/American Indian & Alaskan Native, Latinx, Pacific Islander, Southeast Asian*

## **Reporting**

A six month progress report as well as a final report are required, providing a summary of goals/milestones met to date including narrative descriptions of highlights, successes and challenges encountered and resolved.

## **Additional Requirements**

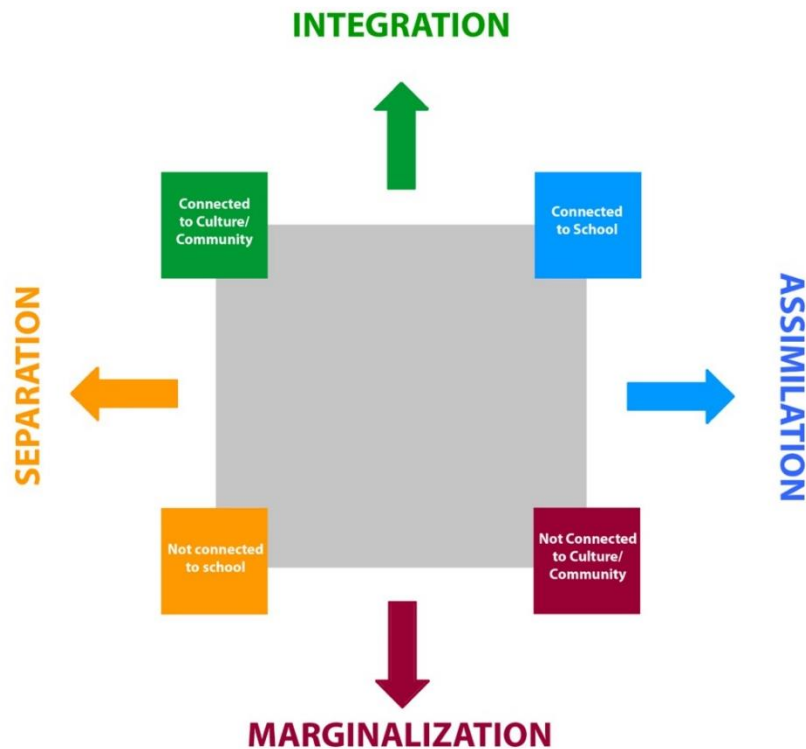
Funded agencies will be required to attend quarterly meetings with other culturally integrative service providers. Agencies funded will be asked to participate in meetings or trainings to share best practices and work collectively on challenges.

## Appendix

### ***Culturally Integrative Youth Development Services***

Using an acculturation framework, United Way intends to fund Integrative services that help youth who are marginalized or separated from school and/or home culture.

We are interested in looking at youth development work with a racial equity lens and establishing a working group of organizations that are interested in helping create a standardized framework for culturally relevant programming.



Acculturation - the cultural modification of an individual, group, or people by adapting to or borrowing traits from another culture. There are four types of acculturation strategies that people of color can utilize:

Assimilation – rejection one's home culture and conforming into the cultural tradition of the majority population or group

Separation – rejection of majority culture and values and preferring one's own culture and values. Only interacting with those from own cultural group

Marginalization – rejection of both home culture and majority group's culture and values

Integration – the blending of both home culture and majority group culture on one's own terms.

Decolonization – for people of color it is the process of undoing the psychological effects of oppression or assimilation by mainstream society. Reconstructing personal values that are more in line with a person of color's home culture and/or eliminating harmful values based on self-hatred (ie. Appreciating dark skin, curly hair and other features that are not necessarily considered beautiful.)