



Foot Locker Foundation, Inc.

The LISC/Foot Locker Foundation Community Empowerment Program
A community-based, national program powered by Foot Locker Inc.'s LEED Initiative

REQUEST FOR PROPOSALS (RFP)

Overview

The *LISC/Foot Locker Foundation Community Empowerment Program* is a partnership of the Foot Locker Foundationⁱ and the Local Initiatives Support Corporation (LISC) to launch a \$3 million, multi-city initiative to support community and youth empowerment in ***underserved*** communities where Foot Locker Inc.'s teams live, grow and work. The program aims to bridge gaps in health, wealth, and opportunity, especially those driven by racial inequity.

Over the next two years, the *LISC/Foot Locker Foundation Community Empowerment Program* will provide grants, ranging from \$20,000-\$100,000 and technical assistance to organizations that offer a range of services for young people, including health and wellness, education and life skills support, mentoring, and workforce development. The grants will build on Foot Locker and LISC's shared goal to inspire and empower youth and will be focused on the 12 metropolitan areas where Foot Locker and LISC have a significant presence. Invitations to apply for these grants will be directed to local organizations, based on feedback from local LISC offices and Foot Locker's store teams, who know their neighborhoods best. As part of the grant application, applicants will suggest opportunities to engage Foot Locker store team members, to help bring the programming to life, whether through in-store learning opportunities, community cleanup, mentorships or other volunteer activities.

Selection will prioritize nonprofit organizations serving youth of color, as well as those that are led by people of color. Foot Locker and LISC recognizes that community leaders and community-based organizations are the most important catalysts of opportunity. They help stabilize and revitalize the neighborhoods they represent, with the most on-the-ground knowledge and experience to develop effective solutions that address racial equity and justice. The grant selection committee will include representation from Foot Locker's store teams in the target markets listed in Attachment A.

To be eligible for a grant under the Program, projects must be sponsored by non-profit community-based organizations registered as exempt from federal income tax under Internal Revenue Service Code Section 501(c)(3). In addition, all organizations applying for funds must be located specifically and exclusively within the program target markets, listed in Attachment A, and serve low to moderate-income areas within those markets.

We will prioritize organizations that have a demonstrated track record of success in one or more of these pillars:

- ***Community Outreach:*** Programs designed to engage youth and provide them with health and wellness opportunities. Goals may include increasing safety, play equity,¹ equality, and empowerment of youth, including expanding economic opportunity.
- ***Mentoring:*** Programs designed to help youth with conflict resolution, life skills, academics, and community building. Goals may include building positive, nonviolent, and constructive relationships, increasing the ability to accept and respect diversity of opinions and values in the community, and building trust.
- ***Career Development/Employability:*** Programs that develop skills and pathways to quality jobs. Goals may include increasing social and work skills, access to internships, and training.

Proposals are due by July 30, 2021. - No Exceptions.
Please read the complete RFP before submitting a proposal.

Program Objectives

The mission of the program is to inspire and empower youth culture. Youth development programming and activities in neighborhoods serve as tremendous community assets by offering opportunities to increase health and wellness, education, career development, recreation, and relaxation that contribute to the local quality of life. The *LISC/Foot Locker Foundation Community Empowerment Program* seeks to support organizations that serve youth (age 6 to 24) and work in these critical areas. Non-profit neighborhood-based organizations play a leading role in the empowerment of youth and families in neighborhoods, particularly for those facing constraints due to COVID 19. Local non-profits' connections and experience serving their communities, give them the stature and trust required to draw residents' support for their work and to execute projects and programs successfully.

Availability of Funding

Applicants may submit requests for funding ranging from \$20,000 to \$100,000, to support existing and newly created programs in low-moderate communities in the areas of racial justice and equity, youth empowerment, leadership and career development and facility improvements.

Organizational Eligibility Criteria

To be eligible for the Program, organizations applying for grant funds must meet **all** the criteria listed below:

- Be a community-based organization, serving a neighborhood consisting primarily of low and moderate-income families and individuals.
- Have at least one-full time staff person (all-volunteer organizations will not be considered).
- Be in existence for at least three years.
- Have a proven track record in programming, operations, or facilities management
- Have 501(c)(3) tax-exempt status
- Located in one of the Program Target Markets (Please see the list of eligible Target Markets in Attachment A).

¹ Play equity is the idea that all youth, regardless of race, gender, zip code, or income, should benefit from the transformational power of sports and play.

Selection Criteria

Organizations and their projects will be selected for funding based upon the following criteria:

1. **Feasibility of the proposed project.** The project budget must be based upon realistic costs.
2. **Project readiness.** Sources of funding for the entire budget should be identified. Plans should consider the schedule of activities over the course of the year. A project timeline should be specified in the proposal.
3. **Impact upon neighborhood and support from the community.** Proposals must demonstrate that the project is located in a low- or moderate-income community and must describe how the grant would benefit the community. Proposals must clearly detail how many youth and adults benefit from current programming/activity/facility and project any anticipated increases as a result of the Foot Locker grant. Support letters from partner organizations and joint use agreements (where applicable) should be included, as well as contact information for any youth organizations or programs that will benefit from programming or facility improvements funded by this grant.
4. **Match funding.** Preference will be given to proposals that include match funding from a local organization, such as city or county grants or in-kind contributions from local businesses. Details on the funding sources and amounts must be included in the application.
5. **Program Sustainability.** Proposals must demonstrate commitments of funding for programming and facility sustainability for a minimum of three years
6. **Capacity of organization and its partners to carry out project, including ability to collaborate with Foot Locker on employee engagement opportunities.** The applicant organization must demonstrate, through its current management team and previous experience, the ability to manage a project of this nature.
7. **Employee Engagement**

Grantees will work directly with Foot Locker to provide employee engagement opportunities for Foot Locker staff that align with the goals of the grant program. Opportunities should comply with both organizations' legal, professional, public health, and youth-related protocols (e.g., interactions with youth may require a background check). Examples of employee engagement include, but are not limited to, the following:

 - Foot Locker employee participation in non-technical tasks, like mural painting; community or facility clean-up; packing and facilitating give-away items (e.g., backpacks or school supplies).
 - Foot Locker employee collaboration on holiday-related initiatives, such as food collection/donation or other give-aways (e.g., coats, shoes, Christmas trees, gifts, or other resources)

- Foot Locker employee facilitation of training sessions, mentoring or career coaching. For example, ‘Sneaker Career Day,’ or a program series, with speakers from across job functions, like store/district manager, sneaker designer, graphic artist/marketer, merchandiser, IT, finance, and human resources.
- Foot Locker-hosted events, or in-store learning, in Foot Locker community stores spaces.

Other Terms & Definitions

Facility improvements refer to the physical development of the program space and any surrounding amenities. Projects may include, but are not limited to, new or renovated technology rooms and labs systems, design studios, gyms, dance studios, sensory rooms, or locker room facilities.

Public agencies may not apply for grants from the program, however, community-based non-profit organizations with 501(c) (3) designation, using middle schools, high schools or parks and rec facilities meeting all other organizational criteria, may apply. In those cases, the applicant must show evidence that (1) the public entity supports the proposal; (2) the public entity authorizes the applicant to carry out any proposed capital improvements (this authorization must consider relevant labor/union regulations and liability issues); (3) the public entity demonstrates its financial commitment to maintenance; and (4) the facility is open to and used by the community for organized programs and other events through joint use agreements.

APPLICATION PROCEDURES

To apply for funding under the LISC/Foot Locker Foundation Community Empowerment Program, please email a scanned PDF copy of the following materials:

I. Cover Sheet: A one-page cover sheet including the following information:

- Name, address, e-mail address, telephone, and facsimile numbers of the organization
- Executive director and contact person (if different) for this application
- Brief description of proposed project
- Amount of funding requested

Please note that use of the LEED, Foot Locker Foundation or LISC logos are expressly prohibited.

II. Narrative: In no more than three (3) typed pages, address the following:

- ***Description of the organization:*** mission, history, and accomplishments, with a focus on capacity to develop the proposed project.
- ***Description of the neighborhood:*** boundaries of the catchment area, income levels and ethnicity of the population served, condition of housing stock and main commercial areas, existence and conditions of local parks and open spaces (including community facilities).
- ***Description of the project:*** location, current programming, plans for new programming and site use, progress on this plan (including status on site control, zoning, environmental review, and physical improvements if applicable), project budget and match funding, timeline for launch

and/or completion of the program/project, community support for project, and agreements with partner organizations.

- ***Impact of the project and future sustainability:*** planned or anticipated programming including youth and adult programs, (include plans for continued programming and safety), and how project fits into community plans for the neighborhood.
- ***Foot Locker Employee Engagement:*** include any specific volunteer opportunities (see examples listed under program objectives, above).
- Please indicate how you learned about the Community Empowerment Program

III. Organizational Attachments: Please attach the following items:

- IRS 501(c)(3) determination letter
- Two most recent audited financial statements (preferably annual statements for 2018 and 2019)
- Most recent IRS 990 form (preferably 2019)
- Current list of organizations' Board of Directors, including contact information
- Current number of youth and community organizations served by the program
- IRS W-9 Form

IV. Project Attachments: Please include a copy of the following items:

- Project budget for programming or facility improvements
- Financing commitment letters from match funding sources (**still tbd**)
- Financial commitment letters and detailed plan from organizations responsible for program sustainability
- Agreements and budgets for youth programming
- Letters of support and joint use agreements with other community organizations
- Contact information for the youth organizations
- Proposals should be emailed to SportsandRec@LISC.org

SUBMISSION FORMAT – PLEASE READ CAREFULLY

- Please submit the proposal as a PDF attachment and include all required documents, as outlined above
- Please title the PDF attachment with the name of the organization and project
- Do not send the proposal in the body of an email

Proposals are due by July 30, 2021. *No exceptions.*

If you have questions regarding this RFP, please contact LISC Sports & Recreation by e-mail at SportsandRec@lisc.org

Attachment A
The Community Empowerment Program Target Markets
Note: Only organizations serving communities in low-moderate income areas within the following Target Markets are eligible to apply.
Atlanta, GA Baltimore, MD Chicago, IL Dallas, TX Detroit, MI Houston, TX Los Angeles, CA Miami, FL New York City, NY Oakland, CA Philadelphia, PA San Francisco, CA

ⁱ The Foot Locker Foundation is the charitable vehicle for Foot Locker, Inc's global family of stores which includes, Foot Locker, Lady Footlocker, Kids Foot Locker, Footaction, Champs, Eastbay, and Sidestep. Funding for this community investment is powered by Foot Locker, Inc's [Leading Education and Economic Development \(LEED\)](#) initiative, a \$200 million commitment focused on education and economic development within the Black community. It also connects to LISC's broad-based work on economic opportunity, including its decade-long [Project 10X](#) strategy to promote racial justice.