



# Organizing to Win Lab

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2022  
RFP



**FCYO**



# Summary

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The times we live in are full of tremendous threats and great potential. Young people, especially those most impacted by injustice and oppression, are once again showing their willingness to take bold action toward a more just world. The youth organizing field has come a long way, yet meeting this moment will require the youth organizing field to build a new level of power. It will require us to make vulnerable assessments of our current approach to sharpen our power-building strategies.

As part of our commitment to ensuring youth organizers have the capacities and resources needed to achieve the power to win, the Funders' Collaborative on Youth Organizing is gearing up to launch the second cohort of our Organizing to Win Lab (OWL)! Starting January 2023, we will be supporting 25 organizations with a \$35,000 general operating grant along with a capacity-building and peer-learning program. We're excited to invite all youth-led and/or intergenerational organizing groups to apply.

**Please find the full RFP below, including program details and instructions on how to apply.**





# About FCYO

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The Funders' Collaborative on Youth Organizing (FCYO), a managed project of Bend the Arc: A Jewish Partnership for Justice, is a philanthropic intermediary that brings funders and youth organizers together to ensure that young people have the resources, capacities, and infrastructure they need to fight for a more just and democratic society.

FCYO believes that to move toward justice, BIPOC youth, working-class young people, young women, and queer and trans youth have a critical role to play in transforming economic and social conditions. Our work is grounded in our close relationships with the youth organizing field and a commitment to meaningful partnerships between funders and youth organizers.



# Building the Power to Win: The GenPower Labs

The GenPower Labs is at the core of FCYO's strategy to build a more powerful, strategic, and aligned youth organizing field with the capacities and practices to address the challenges of this moment. Our overarching goal with the Labs is to foster a robust youth organizing ecosystem in which groups share a common long-term strategic orientation and interdependent programming while operating at different scales, with diverse constituencies, and utilizing approaches most appropriate for their particular conditions.

As a three-tiered initiative with multiple entry points, the GenPower Labs engages a wide range of organizations while also developing a core group of organizations that can initiate a new level of coordination and shared strategy. Each Lab features grantmaking, a peer-learning community, strategic education, and capacity building resources - all designed to support groups to align their organizing strategies and base building and leadership development models towards a long-term agenda that shifts policies, systems, and culture to transform material conditions for working class communities of color.

The three tiers are:

- **Tier 1 - Organizing to Win Lab:** An annual one-year program for groups new to GenPower Labs
- **Tier 2 - Level-Up Lab:** A two-year program for groups who have completed previous FCYO programs and are committed to enacting organizational shifts to build power
- **Tier 3 - Praxis for Power Lab:** A three-year program for groups who have demonstrated a high level of strategic alignment and want to engage in shared experiments to build power



# Our Guidepost: The Power to Win Framework

The Power to Win Framework is our strategic orientation-built off lessons from previous initiatives- which guides the GenPower Labs. The foundation of this framework makes clear that movements must achieve the power to transform economic and social conditions for our communities and society as a whole.

To build this kind of power, youth organizing must build bases at significant scale, develop broad strategic alliances, and elevate public narratives that promote our vision of social justice and true democracy. Each tier of the GenPower Labs will support organizations to use this framework to assess their work, build new capacities, and create organizational shifts to build power. The four pillars are:

## **1. Analysis and Long-Term Vision-**

organizations must develop a long-term strategy, rooted in an analysis of the economic and political structure of society.

## **2. Transformative Leadership**

**Development-** organizations must have clear leadership pathways with programmatic work that supports young leaders to develop the skills and capacities to lead long-term movement building.

## **3. Organizing for Power -**

organizations must develop and test a plan to build the power needed to achieve their long-term vision, rooted in their understanding of their terrain.

## **4. Assessment and Experimentation -**

organization must engage in honest ongoing organizational and movement assessments to reflect what methods and infrastructure work best for building power with young people.







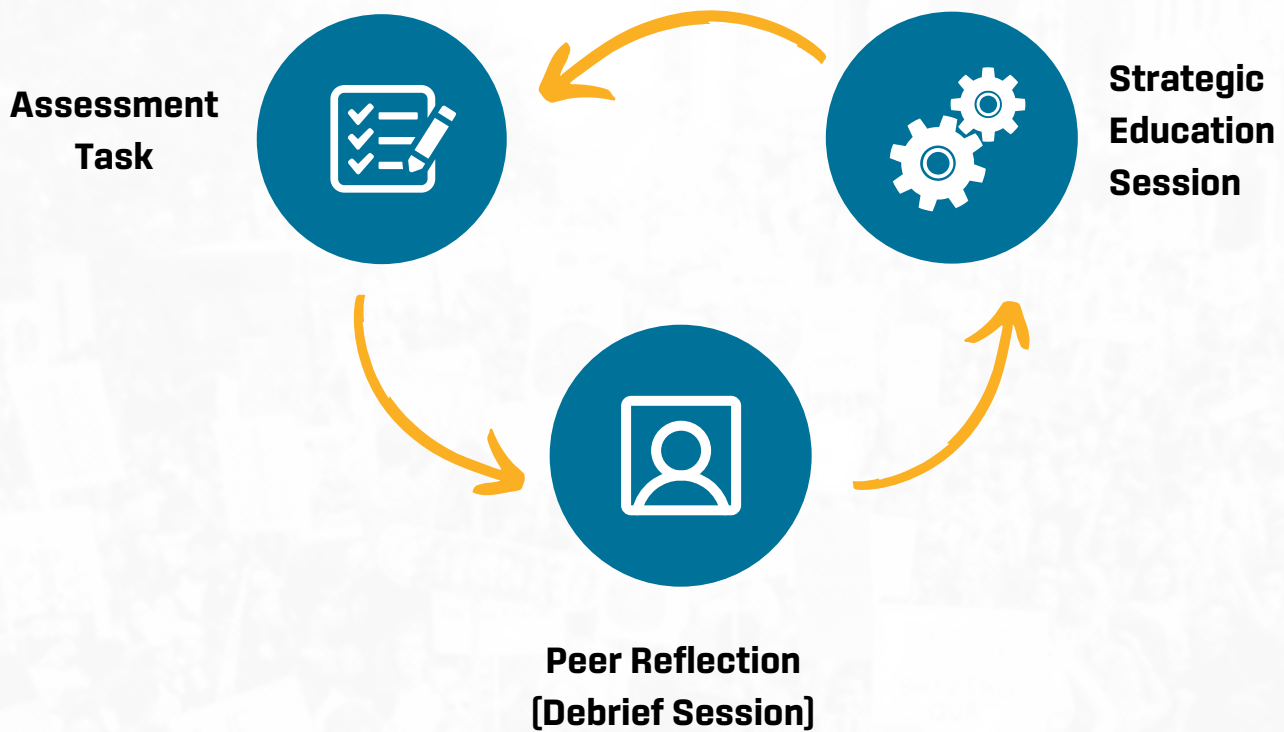
# Program Overview: Organizing to Win Lab



The Organizing to Win Lab will support a broad range of youth-led and multi-generational organizations across the United States addressing the most pressing issues of the moment. This annual grantmaking and capacity-building program will cultivate a peer-learning community centered on honest reflection and authentic conversations among organizers.

The program will include sessions to strengthen assessments of sociopolitical conditions, tools to internally evaluate organizing methodologies, and opportunities to grapple with peers regarding the strengths and limitations of youth organizing. Organizations completing this program will better understand their organizing in the context of long-term power building.





The Organizing to Win Lab will facilitate 6-8 virtual strategic education sessions paired with assessments and debrief sessions. Each section of the program is interdependent. The strategic education will offer an introductory analysis to the current socio-historical political moment and power building frameworks.

Organizations will be given a guide to facilitate an organizational assessment to assess current approaches to power building in relation to topics covered in the strategic education sessions. Lastly, organizations meet in facilitated peer learning groups (i.e. debrief sessions) to discuss their reflections with their peers while discussion questions posed to the group.



# Program Requirements

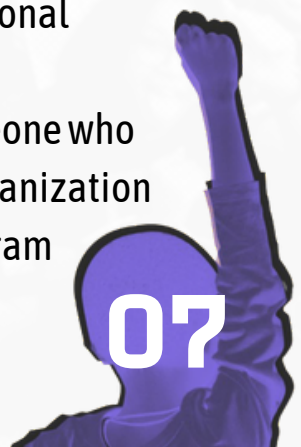
**Participants:** Each organization must identify two staff members to participate in all cohort activities. This should include one senior staff responsible and capable of making educated pivots and facilitating internal organizational assessments and one youth organizer who is excited to develop and/or add to the strategic capacity in campaign development.

## Time Commitment

The Organizing to Win Lab will hold 6-8 virtual workshops ranging from 1.5-3 hours. There will be three organizational assessment tasks; each agenda is estimated to take 1.5-2 hours to facilitate. The total time commitment for virtual components is 20-30 hours over the course of the year.

## Applicants must:

- Have a 501c3 IRS designation or a fiscal agent
- Be a base-building organization with an explicit commitment to anti-oppression and a practice of running grassroots organizing campaigns (FCYO's Definition of Youth Organizing)
- Practice shared decision-making power with youth in determining organizational direction and center young people of color, gender oppressed and/or working class young people
- Be committed to grappling with questions of effective power-building strategies
- Be willing to be honest and vulnerable about the strengths and limitations of their current and historical approach to organizing and organizational model
- Commit to have at least one organizational leader defined as someone who has significant decision making power or influence within your organization and one additional organizer to participate in the full virtual program





**Preference may be given to:**

- Organizations with substantial Black and/or Indigenous membership or leadership
- Organizations in areas with less philanthropic resource (refer to [FCYO's 2020 Funder Scan: Investing in the Power of Young People](#))
- New and emerging organizations with some experience in bass-building and campaign-building looking to strengthen their organizing methodology

**This Project will NOT fund:**

- Organizations that provide direct social services that do not have a youth organizing and social change component (refer to [FCYO's Definition of Youth Organizing](#))
- Publications, reports, workshops, classes, conferences, media events, arts, or theater productions unless they are a part of an ongoing community organizing effort
- Research, litigation, or legal organizations unless it is a part of a larger community organizing effort
- Individuals
- Organizations located outside of the United States (we will accept RFPs from Puerto Rico)
- Lobbying, support for legislation, or support of candidates of any kind. Any election related activity including voter registration or get out the vote must be fully non-partisan and in compliance with state and federal law. (For more information see [this resource from Alliance for Justice](#).)



# Application Process

If your organization is interested in applying to the Organizing to Win Lab please follow instructions on how to apply via the [SurveyMonkey portal](#). **The deadline to submit an application is October 31, 2022 at 11:59pm PT.** The application will require you to provide basic information on the organization, answer some demographic information, upload attachments, and respond to narrative questions.

Submission of a proposal does not guarantee approval of and receiving a grant. All applications will be reviewed by FCYO staff and partners from the field. We anticipate that your organization will be notified in early January 2023 regarding our decision concerning your application.

Should you have questions about the program please contact Program Manager, Jennifer Maldonado at [jennifer@fcyo.org](mailto:jennifer@fcyo.org).

**We will host an informational webinar on September 28th, 2022 at 10:00am PT.** Please refer to our website to [register](#).

Follow these steps to begin the application process;

1. Go to [https://fcyo.smapply.io/prog/OWL\\_FY23/](https://fcyo.smapply.io/prog/OWL_FY23/)
2. Click “Register” to create an account or click “Log in” to access your account
3. Click on Organizing to Win Lab 2023 to begin application process
4. Be sure to save your work if you choose to return to it at a later time
5. Remember the portal will close on October 31, 2022 at 11:59pm PT

Should you experience technical difficulties navigating Survey Monkey, please refer to the [SurveyMonkey FAQ](#) and/or this helpful [video](#). If you continue to experience technical difficulties, please contact Operations and Finance Manager, Jen Stevens at [jen@fcyo.org](mailto:jen@fcyo.org).



# Application Content

## **Narrative Questions (750 word limit)**

Organizing to Win Lab is built on an assertion that organizational assessments, measured against key strategic concepts, opens the pathway for practice shifts to build greater power. As part of our ongoing commitment to accurate assessment, FCYO is not using these questions to judge your organization's wins or failures, but to hear about how you reflect on your work. Basically, we'd like you to be as honest as you can about important lessons learned.

- What is your organizational vision and/or mission? What are the root causes of the issues your organization is challenging?
- What does your organization do to build the power necessary to achieve that vision? What is an organizational practice getting in the way of your ability to build the power necessary in order to achieve that vision?
- Describe a time when your organization reflected on your work and realized you needed to make a pivot / do things differently. What was the process like? What important lessons did your organization learn?
- Who will be your organizational representatives? What programmatic and campaign work do they run? Why do you think they make sense to participate in the OWL cohort?

## **Documents Necessary for Upload**

- 501(c)3 IRS Determination Letter (for your organization or fiscal sponsor)
- Most recent IRS 990 form (for your organization or fiscal sponsor)
- Fiscal sponsorship agreement or letter (if applicable)
- List of Board of Directors
- Organizational budget for the current year
- Most recent financial statement (audited if available)
- Signed & completed IRS W9 form





# Projected Timeline

**September 8, 2022**

Release request for full proposals

**September 28, 2022**

Informational Webinar | 10:00am PT

**October 31, 2022**

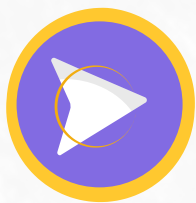
Full proposal due

**January / February 2023**

Cohort Announcement

**February 2023**

Virtual Orientation



# FAQs

## **Can past grantees apply?**

a. Yes. If you were in any of FCYO's previous cohorts or received any grants from FCYO you can apply to the Organizing to Win Lab.

## **Do networks and affiliates fill out an application together?**

a. No, we ask that networks, coalitions, and alliances apply separate from affiliates. Affiliates are asked to name the coalition, alliance, network they will be representing.

## **What does “emerging” and “new” refer to?**

a. We consider organizations that have been established for five years or youth programs that are five years old or less.

## **Do you have to be in the first tier to get into the second and third tier?**

a. The Organizing to Win Lab acts as a primer for participation in the Level Up Lab and Praxis to Power Lab, which build on the foundational theories and shared practices of the Power to Win Framework. Organizations who have completed the Pipelines to Power or Youth Power Lab programs and who have demonstrated organizational capacity and alignment may be invited directly to the Level Up Lab or Praxis to Power Lab. Being accepted into the first tier DOES NOT guarantee acceptance into the second or third tier.

## **Is there a particular issue area focus for the Organizing to Win Lab?**

a. No, we welcome all issue areas as long as young people of color, low-income, and gender oppressed youth are at the center of leading in those issue areas.

## **What resources are available to learn more about this grantmaking program?**

- a. [About Youth Organizing](#)
- b. [Youth Power Lab](#)
- c. [Three Faces of Power](#)
- d. [FCYO Youtube](#)
- e. [20 Years of Youth Power: The 2020 National Youth Organizing Field Scan](#)
- f. [FCYO'S 2020 Funder Scan: Investing in the Power of Young People](#)



## Contact Us

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