

Rockland Trust's philanthropic mission is to strengthen the communities served by the Bank. We enable individuals and their families to access opportunity and improve the quality of their lives.

The following information is meant to prepare non-profit organizations with the information required to apply for a Diversity, Equity and Inclusion (DEI) grant from Rockland Trust Charitable Foundation.

Organization and Request Eligibility

Organizations that currently receive support from Rockland Trust or Rockland Trust Charitable Foundation **are eligible** to apply without impacting current or future applications for funding.

A requesting organization must satisfy each of the following conditions to be eligible for consideration:

- Organization must be recognized by the IRS as a 501(c)(3) Public Charity. *If you are an organization with a fiscal sponsorship relationship, please email Charitable.Giving@RocklandTrust.com to discuss with our staff prior to submission.*
- Organization must not have any outstanding requirements from prior funding from Rockland Trust or Rockland Trust Charitable Foundation

The following organization types are not eligible to apply for this initiative:

- Organizations where the request will benefit a very limited number of individuals or a single family (such as Habitat for Humanity, Make-a-Wish, etc.)
- Organizations that discriminate on the basis of Age, Race, Sex, Religion, National Origin, Disability, Family Status, Receipt of Public Assistance, Sexual Orientation, or Gender Identity
- Single-disease research and/or national support organizations
- Other grantmaking organizations (United Ways, private foundations, community foundations, etc.)
- Religious organizations (activities for religious purposes)
- Political organizations
- Government Agencies, including Town or City departments or schools
- Police, Fire, Labor or Fraternal organizations
- Individuals or families

The purpose of this funding initiative is to support and further **internal** diversity, equity and inclusion work within nonprofits. Eligible projects may include:

- Board and/or staff DEI training
- Organizational DEI policy review/audits
- Development of a DEI strategic plan
- Focus groups with Board, Leadership, Staff, Community members

Our Diversity, Equity & Inclusion grant program is not meant to fund mission-specific programs within a nonprofit organization. Funding for these programs can be submitted through Rockland Trust's normal grantmaking program if aligned with our [grant giving guidelines](#).

Note: Applicants utilizing an external consultant must submit a copy of the consultant proposal, or if the project is currently underway, a copy of the consultant contract with the project plan and outcomes.

Applicants not utilizing a consultant must describe the expertise on staff to achieve the desired project outcomes.

Projects may not request funding for the following:

- Funding for the purchase of materials, including books
- Funding to increase staff salaries
- Coverage of salaries for staff to participate in any DEI training or education
- One-day community events
- Support for Employee Resource Groups
- Funding for renovations, construction, equipment or technology related to diversity, equity, inclusion or accessibility

Geographic Focus

Rockland Trust and the Rockland Trust Charitable Foundation are strong advocates for the Massachusetts and Rhode Island community organizations that help support the individuals, families, and businesses that comprise the communities we serve. Funding priority is given to communities served by a Rockland Trust Bank branch.

The Rockland Trust Charitable Foundation requires that 501(c)(3) Public Charity non-profit organizations be located in, and serve individuals of, one of the following geographic areas:

Barnstable County, MA
Bristol County, MA
Dukes County, MA
Essex County, MA

Middlesex County, MA
Nantucket County, MA
Norfolk County, MA
Plymouth County, MA

Suffolk County, MA
Worcester County, MA
Providence County, RI

Grant Size and Duration

Rockland Trust's DEI Grant program offers one-time grants up to \$15,000 to support internal organizational DEI projects. We anticipate funding 20 – 25 organizations with this grant throughout our geographic footprint.

Application Process and Timing

Grants applications are accepted **only** via our online portal from March 25, 2024 until April 19, 2024 at 5:00 EST.

Applications may be saved at any time in the process to resume later. We recommend that you create a WORD file of your responses to copy and paste as needed. Add mail@grantapplication.com to your safe senders list to ensure you receive all system communications.

The following attachments are **REQUIRED** for review and consideration of your grant application:

- Consultant Proposal/Executed Contract OR if not utilizing an external consultant, a description of on-staff expertise to achieve the project goals
- Detailed project plan and timeline
- Project Budget – *Optional Link to Philanthropy MA Template*
- IRS Letter of Determination documenting federal tax-exempt 501(c)(3) Public Charity status
- Organization's signed W-9
- Organization's Current Fiscal Year Budget, with Year-To-Date Actuals. *If your Fiscal Year ended in the last three months, please also upload a copy of your unaudited last year's Fiscal Year Budget with Actuals*
- Organization's Most Recent Audit, *if required to file one with the IRS*

Funded organizations will be required to complete a brief impact report at the end of the project period.

Organizations should expect to receive a response to their application by mid-June 2024.

Questions?

Please send an email to Charitable.Giving@RocklandTrust.com to ensure the quickest response.