

# Audience Q&A

Towards an Equitable Response and Recovery – Grantmaking Strategy Under COVID-19

Audience Question	Panelist(s) Answer
1. How do you define "recession resilience" generally for NGOs? thanks!	<p>The Irvine Foundation defines recession resilience as the ability to navigate the impact of the recession as sustainably as possible, to ensure organizations can at a minimum maintain service levels, garner necessary resources, and navigate unexpected situations that arise during this period. That will mean different things for different organizations depending on their unique programmatic and org infrastructure. Fiscal Management Associates (FMA) is our capacity building partner for this project and has great resources and information on their website: <a href="https://fmaonline.net/nonprofit-financial-management/how-we-help/covid-19-response-resources/">https://fmaonline.net/nonprofit-financial-management/how-we-help/covid-19-response-resources/</a></p> <p>NFF also has a lot of great tools and frameworks around how to support operational, financial, and programmatic resiliency for nonprofits broadly and for specific sectors (e.g., healthcare): <a href="https://nff.org/learn#learn-fundamentals">https://nff.org/learn#learn-fundamentals</a></p>
2. For the recession resilience project how does the Irvine Foundation know when to pivot to long term from immediate response? Are there specific strategies or types of grantees that you will be supporting in Phase 2?	<p>Phase One of the Recession Resilience Project focused on immediate emergency response grants to our core grantees (\$25K grants). Phase Two is designed to support our core grantees with additional grant funding and technical assistance support. It was important in the design to provide grantees with the flexibility to access these resources when they are ready to do so, rather than on a prescribed timeline, with a rolling grants process over the next several months and optional technical assistance in the form of webinars, coaching, consultant support for planning, financial assessments, etc. focused on recovery and resiliency provided over the next two years. Grantees can request grants and TA/coaching support when they are ready to engage and have the bandwidth to participate should they find it helpful for their organizations.</p>
3. How are your foundations addressing the structural issues of our economy that is dependent on the exploitation of low-wage workers?	<p>[answered live]</p>

<p>4. How funders who normally focus on employment outcomes supporting their grantees in providing more comprehensive coaching to workers/jobseekers about maximizing their income in light of things like accessing the federal economic stimulus payment and, perhaps, temporarily bringing in more on UI than working at low-wage jobs (at least until the \$600/week UI supplement concludes in late July). How are they supporting grantees in educating their direct service staff about changing and new resources</p>	<p>This varies by grantee. Many funders are currently offering capacity building support to their grantees to help them update their programming in light of COVID-19, e.g., developing expanded staff capacity; working with external consultants to update practices re: coaching / advising services for workers and jobseekers, etc. In addition, some funders have invested in policy organizations (e.g., <a href="#">NELP</a>, <a href="#">NYEC</a>, <a href="#">EARN</a>, etc.) that have been compiling resources that can help frontline service providers access timely information. Benefit information clearinghouses like <a href="https://www.auntbertha.com/">https://www.auntbertha.com/</a> can also be helpful resources to frontline workforce staff who are unaccustomed to providing information and referrals for a broader range of services.</p>
<p>5. We are hearing from our groups (small CBOs) that they are more worried in a way about funding for next year -- what will grants look like in 2021, especially once the 'immediate' impact &amp; emergency funds are over. How are you positioning yourselves--either indiv foundations or pooled funds -- for next year?</p>	<p>A few things: 1) we're working with our Board to lock in absolute \$ targets for grantmaking and impact investments for the next 2-3 years (versus just 2021) so we can provide more visibility to our partners on funding availability in the near-term; 2) most of our grants and all going forward will be multi-year to give funding recipients some stability; and 3) we're stepping up our efforts to fund alongside or pool resources for our grantees and/or strategic initiatives.</p>
<p>6. For Irvine's recession resilience grants: Are there any restrictions on how funds can be used, What is the anticipated average grant size, and if you anticipate not having enough funds to spread across grantees, what criteria will you use to prioritize?</p>	<p>There are no restrictions on how the funds can be used, as long as the proposed use is in support of improving their recession resiliency. The grant awards are not part of a competitive process, and grant amounts will be pre-set using a range of criteria designed to support equitable allocations of the total budget across grantees.</p>
<p>7. How are funders who work with workforce thinking about how to not recreate problems we have seen in previous recessions, particularly rapid-attachment and concerns about</p>	<p>[answered live]</p>

<p>job quality. Particularly how do you ensure impact on younger workers, workers of color and those without college degrees?</p>	
<p>8. With so many jobs being eliminated, how are you investing in people of color/immigrant-led small businesses and co-op development as an income and wealth building strategy?</p>	<p>[answered live]</p>
<p>9. How are you approaching data collection and evaluation of both Response and Recovery grants? And if you're using an equitable evaluation lens, how so?</p>	<p>The Center for Evaluation Innovation has some great resources and frameworks for those funding around complex, social change: <a href="https://www.evaluationinnovation.org/topics/">https://www.evaluationinnovation.org/topics/</a>.</p> <p>This 2019 overview piece from CEP is good primer on principles of equitable evaluation and tees up the tool mentioned below: <a href="https://cep.org/the-time-is-now-to-embed-equity-in-evaluation-practices/">https://cep.org/the-time-is-now-to-embed-equity-in-evaluation-practices/</a></p> <p>One additional tool that may be useful for funders interested in equitable evaluation: <a href="https://www.equitableeval.org/ee-framework">https://www.equitableeval.org/ee-framework</a></p>