

Latinos in Community and Civic Leadership. Theory of Change

Oregon's Latino population: 12.7% (2010 US Census)

2015 Latino Civic Leadership in Oregon

535 voting seats in the US Congress, no Latinos from Oregon have represented the state

90 seats in the Oregon Legislature, only 2 identified Latinos

120 County Commissioners and Judges, only 2 identified Latinos

173 appointed judges, fewer than 5% Latinos

298 city council and commission seats in top 50 Oregon cities, only 2% Latinos

312 school board seats in top 50 Oregon cities, only 4% Latinos

2-5 YEARS COMMITMENT

GOAL

To help create a civic community that more accurately reflects the state by engaging Latinos and supporting their leadership in a variety of areas, but particularly by serving in public office

OUTCOMES

Latinos in business, in private and public community organizations become more active and strong voices in their communities

Latinos are trained and connected to leadership positions

Latino leaders in office are mentored, supported and connected with each other, and continue to learn

STRATEGIES

Increase the capacity, leadership and organizing efforts of initiatives that create better and broader screening of Latinos ready to assume board and commission appointments

Support non-partisan programs that prepare, offer support, networking and learning opportunities for existing Latino public leaders

Seek Latino-specific programs that support the goal/outcome

Seek diverse partners that support OCF/LPP goal

ASSUMPTIONS

Latinos have leadership skills; have completed leadership training or are in a leadership position

There are Latinos, 18 years of age or older who can assume leadership positions

There are places and institutions searching for Latino representation and participation

Invitation for Proposals

Latinos in Community and Civic Leadership

Due Date for Applications: Wednesday 8, June 2016

Two year grants up to \$60,000, with interim reports and evaluation, will be made available for programs that promote and support individual Latinos to occupy community and civic leadership positions.

The Oregon Community Foundation's (OCF) interest in supporting Latino individuals to assume leadership positions is in line with its Latino Partnership Program (LPP) which since its inception has had as a focus Latino leadership development. Supporting Latinos to assume leadership positions is necessary in order to foster a democracy that reflects the people and communities of the State of Oregon.

The LPP program focuses in three priority areas: to support education achievement programs for Latino students, to support the growth of Latino leaders in public and private institutions, and to build or strengthen community relations between OCF and the Latino community.

Background

OCF is fully aware of the low rate of civic participation and representation of Latinos in Oregon. In the State and in many parts of the country academic experts, organizers and advocates, businesses and other leaders are grappling with the challenges of and reasons for low Latino civic participation and representation.

Over the years OCF has supported programs and efforts by Latino community organizations to make their voices heard through advocacy, and grassroots mobilization and organizing. Increasing the rate of representation at policy making settings whether in a corporate board room, at city or county hall, or in the state capitol chambers is a vital topic.

The Oregon Latino population continues to grow, remains younger than the general population, and will have a growing power and influence in the next few decades. The Oregon Latino population grew from 4% in 1990 to 8% in 2000 and to 12.7% in 2010 and counting. The percentage of Latinos in Oregon ages, 20 to 39 is 33% and as this age cohort finishes post-secondary education, transitions into careers or become entrepreneurs they will have a larger impact in the state's economy, society and politics. Missing the opportunity to unlock the leadership potential of Latinos will affect the health of our communities and society.

Despite the presumption of a large Latino latent influence generally coined as *the awakening giant*, polling and surveys show a lower rate of civic engagement among Latinos. Scholars attribute these low rates in part to the under representation of Latinos in civic leadership positions. There are not enough trend setters or the mechanisms to create a pipeline or pathways.

If Latinos are to fully realize their civic potential, then structured, quality and tailored programs must be in place to train, mentor and support them as they get ready to assume community and civic leadership positions.

The objective is to unlock the Latino potential to effectively serve and volunteer as community leaders to appointed/elected boards, commissions or public office thus ensuring that Latinos are represented in a wide range of policymaking settings. With a non-partisan framework these efforts will blend theoretical learning with practical tools to seek and hold office, with mentoring and networking among Latinos and with others in the larger community

A non-partisan structured and quality program includes acquiring the skills and knowledge about seeking appointment or election to public service offices, opportunity to network with diverse community leaders of varying opinions and tendencies, interaction with experts in policy, fundraising, communications, messaging and strategies. These program elements are necessary in order to equip Latinos as community representatives and leaders.

Scope of Proposals

The Oregon Community Foundation seeks proposals from nonprofit organizations, business association programs, and other initiatives that meet one or all of the following criteria:

- Provide broader screening of Latinos ready to explore and/or assume board and commission appointments
Programs should detail how they plan to (1) identify emerging leaders (2) help emerging leaders discern the type of leadership positions they're interested in, from corporate directors, to administrators and commissioners (3) connect them to private boards and public office training programs
- Offer to emerging Latino leaders non-partisan training and opportunities to serve as community leaders in institutions as board members, commissioners or public office holders:
Programs should be able to teach among other topics (1) public speaking (2) public policy and analysis (3) communication and campaign strategies (4) fundraising (5) negotiation and mediation skills
- Deepen or create non-partisan support and networking opportunities for existing Latino public leaders to facilitate peer learning and peer support to seek broader or higher leadership positions
Programs should detail how they plan to (1) convene and create spaces for convening (2) identify the aspects of continuing learning needed, and (3) implement development steps for advancing in leadership positions

OCF has identified civic participation and representation as a key progression from grassroots and advocacy, from primarily leadership development trainings, and from a wishful desire for greater representation to an emerging reality. Oregon has Latino leaders with diverse backgrounds, experiences and interests with the curiosity and potential to become influential policy makers.

While this grant opportunity is focused on helping increase Latino representation in different and diverse levels of policy making, the ultimate goal is to create a civic community that more accurately reflects the state by engaging Latinos and supporting their leadership in a wide range of areas with an emphasis on serving in public office.

Desired Measurable Outcomes

In order to impact the current state of Oregon Latino civic leadership proposals must include a work plan and the strategies that will show evidence in Latinos to:

- Be Recruited and/or recommended into non partisan public service training programs.
- Be encouraged and to receive support to filing for public service and to seek other private and public leadership appointments
- Receive support and coaching for business and corporate leadership position opportunities
- Join local, state and national legislatives offices and campaigns as staff or managers
- Convene as leaders, to network and to learn from each other

Eligibility, Application and Expectations

Proposal review and funding award will be based on:

- Demonstrated capacity (organizational structure, program content, collaborations) or demonstrated strong connection to existing programs to implement proposal. Collaborative approach is encouraged.
- Established measures of success and outcomes
- Described realistic goals
- Demonstrated efforts and expertise for programs that train, mentor, and support individuals in leadership positions
- Readiness to proceed (funding emphasis is largely for implementation, expansion or program enhancement, and less on program planning or development)

This is a two-year funding initiative. Grants up to \$60,000 for each year of programming will be awarded for proposals that effectively meet the review criteria. Final awards may be less, depending on the scope of proposal and work plan. Eligible organizations include nonprofit 501(c)(3) organizations and programs associated with business associations, and public agencies including higher education institutions.

Supported activities can include staffing associated with program expansion or program enhancement, program materials and space, networking and learning activities, logistics and in-state travel, scholarship for training fees, outreach and other related events. All supported activities must result in achieving this Request for Proposals' objectives and funding.

The application summary form, work plan questions and other required documentation can be found on the OCF website at <http://www.oregoncf.org/lpp>.

Along with either expanding programming or deepening quality, it is expected that all grantees will:

- Cooperate with OCF for the data collection on program activities and outcomes
- Commit to sharing program-related experiences and findings with funders and OCF evaluators

Compliance with the expectations will be an eligibility condition for grant renewals in subsequent years.

Timetable

The following is the schedule for this invitation for proposals. OCF reserves the right to change it at its sole discretion:

Invitations to apply are released	May 3 rd , 2016
OCF briefing with applicants	May 16, 2016, at 1:30pm
Completed applications delivered or received EBD at OCF	June 8, 2016
OCF Board funding decision	August 4, 2016

Non Biding

This invitation for proposal is not intended to create, and should not be construed as creating, a legally binding process or contractual relations between the OCF and proponent. It does not commit OCF in any way to select a particular proposal, or to proceed to negotiations for an Award Letter, and OCF reserves the right to terminate this invitation for proposal process.

For Additional Information. The Oregon Community Foundation, 1221 SW Yamhill, Suite 100, Portland OR 97205. Roberto Franco, Latino Partnership Program Director, 503.227.6846; rfranco@oregoncf.org