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About this Document

This document is a Request for Proposals, which is also called an RFP. This RFP was written by a group of disabled people. We are experts in technology, disability rights, and disability justice.

This RFP will explain how to share your project idea with us.

Members of the Disability Inclusion Fund team will choose **grantees** and **fellows**.

Grantees are people who are a part of organizations. Grantees receive money to help with 1 specific project, or to help their organization run. This money is called a **grant**.

Fellows are people who have an idea for a project. We will support fellows for 3 years. We will give them money and other resources to do their project.

About Borealis Philanthropy

Borealis Philanthropy is a social justice organization. We give resources to social justice leaders and organizations.

Borealis helps organizations reach more people. We also help organizations grow stronger. We have groups that support different issues, communities, and movements.

Borealis has nine groups, including the Disability Inclusion Fund and Disability x Tech.

About the Disability Inclusion Fund and Disability x Tech

The Disability Inclusion Fund supports groups that:

- Are in the United States of America
- Are run by people with disabilities
- Are for people with disabilities
- Help create change in the world

The [Presidents' Council on Disability Inclusion in Philanthropy](#) supports the Disability Inclusion Fund. The people on the President's Council on Disability Inclusion in Philanthropy run groups that give money to support inclusion.

The President's Council believes that including disabled people will make **philanthropy** better. Philanthropy means giving money to create long-term change.

Disability x Tech is a new program for the Disability Inclusion Fund.

The **disability rights movement** believes that people with disabilities should be able to do the same things as people without disabilities.

The **disability justice movement** looks at different identities that people with disabilities have. The disability justice movement wants to make sure

nobody is treated badly because of the identities that someone has.

Disability rights and disability justice movements are working on ways that technology can help reach their goals. The Ford Foundation's Technology and Society program supports Disability x Tech.

Disability x Tech Fund Values

The Disability Inclusion Fund has values. All Disability x Tech award decisions will follow these values.

The Disability Inclusion Fund's values are:

Participation:

We should support the disability rights movement and the disability justice movement. People who are treated unfairly should be the ones making plans to treat people fairly.

Intersectionality:

We recognize that disabled people have multiple identities. These identities include:

- race
- gender identity
- class
- sexual orientation

These identities affect how people participate in different parts of life.

Radical inclusion: We are deeply committed to making sure everyone can participate and lead. We understand that some people face obstacles that make this hard. We will help fight these obstacles. We think it is important to understand everyone's life experiences.

Leadership of those most impacted by ableism:

We believe it is important to support organizations led by:

- Disabled people of color
- Queer disabled people
- Gender nonconforming disabled people, and
- Women with disabilities

Cross movement solidarity:

We focus on disability justice activists working together.

We also focus on different social justice movements working together.

What we fund

Disability x Tech wants to fund proposals about technology, disability rights, and disability justice.

We want the world to understand how technology justice and disability justice go together.

We believe that we must support:

- Disabled leaders
- Organizations run by disabled people.
- Organizations that make sure that everyone can use technology.

We want technology that is not **ableist**. Ableism is when people without disabilities are treated better than people with disabilities.

We want to stop **algorithmic discrimination**. Algorithmic discrimination is when computers make decisions that do not treat everyone fairly.

We want technology that treats disabled people fairly.

What we fund

We want projects that understand how technology can support disability rights and disability justice. Your project could be about:

- Policies that help fight **algorithmic bias**. Algorithmic bias is when computers make decisions that hurt certain groups of people.

Your project could be in areas like:

- Abolition — ending police and prisons
- Climate justice — taking care of people and the land during climate change
- The caregiving system — how disabled people get the help that they need to live their lives
- Strategies that use the values of the disability rights movement and the values of the disability justice movement to protect our privacy. Some of these values are:
 - Everyone is important, regardless of how much they can work.
 - Everyone has the right to make their own decisions.
 - Everyone has their own access needs. We should work together to support everybody's needs.
- Programs that will include disability rights and disability justice in laws about technology.
- Creating groups about justice and technology that include disability rights leaders, disability justice leaders and other civil rights leaders.
- Building relationships between disability and technology that are about topics other than physical accessibility and following laws.
- Disability justice groups and technology groups learning from each other. This can help make it so the tech industry includes disability rights and disability justice

We want to support projects that make tech development more equal. Make tech companies more equal. We want projects that make it so people with different disabilities work together on technologies. Your project could be about:

- Resources that make it so disabled people can make new technology. This technology should be made so that everybody can use it. This technology should fight ableism.
- Programs that include disability justice while creating software. This can be done with disabled leaders, disability rights activists, and disability justice activists.
- Projects that create more access tools for people with different disabilities. An example is making materials in multiple accessible formats and in plain language.
- Projects that create tools that help disabled people access technology.
- Programs that teach how to think about tech differently in disability rights and tech spaces.

Your project could also be about making sure people with underrepresented disabilities can do work with technology. Your project could be about:

- Projects that bring new technology to disabled people.
- Ways to make sure disabled people can work as developers and engineers. This is especially important in government and disability justice spaces.

- Programs that teach about technology to disability-centered groups in new ways.
- Creating spaces that focus on disabled people who work in technology. These spaces can include:
 - Conferences
 - Makerspaces
 - Hackathons
- Programs that teach people who work in technology about disability justice.
- Making sure people with disabilities are represented in tech. This can be done through different ways of connecting with your community.
- Helping to make sure more professionals have experience in disability rights, disability justice, and technology.

Disability x Tech Fellowships:

This fund will also support fellowships.

These fellowships last 3 years. They will pay \$70,000 per year. These fellowships are for people who do not get opportunities because of discrimination. That includes black disabled people, indigenous disabled people, and disabled people of color.

These fellowships are for people who want to work with other people who do disability justice and technology work.

You might have an idea about how to work with disability justice and technology, but not have people to share your ideas with.

You might know other people who work in technology, but they do not know a lot about disability.

This fellowship will provide a space to learn from others.

This fellowship will help you meet other people who work with disability justice and technology. Some groups you might work with include:

- Disability rights organizations
- Disability justice advocates
- Policy experts
- Researchers
- Community advocates

We want to give money to organizations that:

- Are led by disabled people. This means disabled people make important decisions in your organization or in projects and programs by your organization
- Are led by people of color, queer people, gender non-conforming people, and women.
- Serve the disability community
- Do work that includes social justice movements like:
 - Black lives matter
 - Climate change
 - Immigration rights
 - Economic justice
 - Labor rights
 - Racial justice
- Bring together social justice and tech
- Bring together different communities in order to build relationships
 - Celebrate disabled people in technology
 - Teach people who work in technology about disability justice
- Support community organizing, advocacy, or policy work.

Eligibility

To receive this fellowship, you must be:

- A person who does not get opportunities because of discrimination.
This includes Black disabled people, indigenous disabled people, and disabled people of color.
- A US citizen
- Sponsored by an organization
- Your sponsoring organization must be in the US or a US territory.
- Your sponsoring organization must be a 501(c)3, fiscally sponsored, or an LLC. See the FAQs to learn what these terms mean.
- You must be a U.S. citizen
- You must be 18 or older
- You must be able to work remotely

We cannot provide support to:

- Organizations that are not in the U.S. or U.S. territories
- Projects that make hardware or software products
- Hospitals

Levels of Support

DIFxTech will provide grants. These grants:

- Last for 3 years
- Are for organizations working with disability and technology
- Pay \$50,000 to \$100,000 to your organization
- Pay to help your organization run, or to help with a specific project

DIF x Tech will support fellowships. These fellowships:

- Last for 3 years
- Pay \$70,000 per year

Grantmaking Process

The deadline for proposals is October 17th, 2022

Contact

- Have questions? Need assistance? Have a problem with the technology? Email grants@borealisphilanthropy.org
- Have questions about if you can apply? Email DIFxTech@borealisphilanthropy.org

Frequently Asked Questions

We have put together answers to frequently asked questions, which include the list of proposal questions. [Read the FAQs.](#)

Application Access

The DIF will make all application materials available in multiple forms. This is so the form is accessible to everyone. You can access the application by signing into our [Salesforce portal here.](#)

You can also access the application through:

- [Jot Forms](#)
- Microsoft word document
- Large print
- A plain language version of this RFP and application questions
- Video interview
- Phone interview.

If you would like a different format, email difxtech@borealisphilanthropy.org.

Expenditure Responsibility

Is your organization for-profit? That could mean it is a:

- Sole proprietor
- LLC
- Corporation

There are a few extra steps you have to follow to receive this grant.

This is to make sure the money is spent in a way that helps people.

- In your application, show that your organization has used other grants. You can send a list of other grants your organization has received. Include what the grant was for, and how much the grant was for.
- You must put the grant in a separate bookkeeping account than the rest of your organization.
- You will report the grant in the same way as a 501c3 organization.
- In your application, make sure to include:
 - Articles of incorporation
 - Tax classification,
 - Tax certification.

Application Questions

Narrative questions for grant and fellow applications

The Project

- Tell us about your project in 150 words or less.
- What is the problem you are trying to solve? Tell us in 150 words or less
- What work do you do around disability justice, tech, and inclusion?
- Share more about how your work is intersectional. This means that the work is done in a way that supports people with different identities, especially identities that are treated unfairly.

The Organization

- Describe how your organization is disability-led.
- How does your organization address disability justice and technology?
- How will you use this grant to help your organization grow?

Project Impact

- How does your project include people who are treated unfairly because of their identities?
- Who will benefit from the project?
- What will you do for the project in the next year? How will you measure the impact and success of that work?
- Is there anything else you would like us to know?

Organizational Information

- What is the mission statement of the organization you are working with?

- What type of organization is it? Is it a 501c3? Is it sponsored by a larger non-profit organization? Is it a different kind of organization?
- List the demographics of the staff and board. What kind of identities do they have?

Financial Information

- How much money are you asking for? You can request between \$50,000 and \$100,000
- Organizational budget - current fiscal year
- Organizational budget - last fiscal year

Additional narrative questions for people applying for the fellowship (no more than 1200 words total)

- What do you hope to do with this grant? For this question, please tell us:
 - What your project is
 - How your project includes the things you believe in, and that you believe are important
 - What your goals are for the first year and for all three years
 - Anything else you think we should know
- How will this fellowship help with the work you are doing now?
- How can the DIFxTech organization best support your goals?

Decision Process

These questions will help us decide who gets the fellowship:

Fellows
Eligibility Criteria:
Is a U.S. citizen (verified by the employer)
Is 18 years or older
Does the project fall in the following areas?
Coming up with new ways that technology can support disability rights and disability justice.
Making sure that there is equality in technology. Making sure everyone can access technology. Helping people with different disabilities work together in technology.
Making sure people with all disabilities can work in technology.
Discussion Questions:
What about this application made you excited? What stood out?

How does this project help make it easier for everyone to work with technology? How does it remove barriers for people who are left out of working with technology?

Does this project create new ways to build relationships between people who have different experiences?

How is this project doing something new? Is it something that has already been done? Is it building from something that has already been done?

How does this project contribute to disability justice?

Expanding capacity of tech: How does this project help bring disability justice to people who work in technology?

Does the application tell us about the goals for the three year fellowship?
Can these goals be reached?

What work has this person done with disability justice and technology?

Should we recommend this person for a fellowship?