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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**.

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**.

## **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.

**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 2 years
- Are for organizations working with disability and technology
- Pay to help your organization run, or to help with a specific project

### **Grantmaking Process**

**The deadline for proposals is May 29th, 2024, by 8:59PM PT or 11:59pm ET.**

## **Contact**

- Have questions? Need assistance? Have a problem with the technology? Email [grants@borealisphilanthropy.org](mailto:grants@borealisphilanthropy.org)
- Have questions about if you can apply? Email [DIFxTech@borealisphilanthropy.org](mailto: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 Form](#) (screen reader accessible)
- 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](mailto:difxtech@borealisphilanthropy.org).

## **Application Questions**

### **Narrative questions for grant 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 total; This would be over a two year period, so between \$25,000 per year and \$50,000 per year.
- Organizational budget - current fiscal year
- Organizational budget - last fiscal year

## Decision Process

These questions will help us decide who gets the grants:

<b>Does the project fall in the following areas?</b>
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 organization? Can these goals be reached?

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

Should we recommend this organization for funding?