

# The Disparity in Accessibility to Funds and Support for Black-led Non-profit Organisations

Report

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# Rationale for the Study



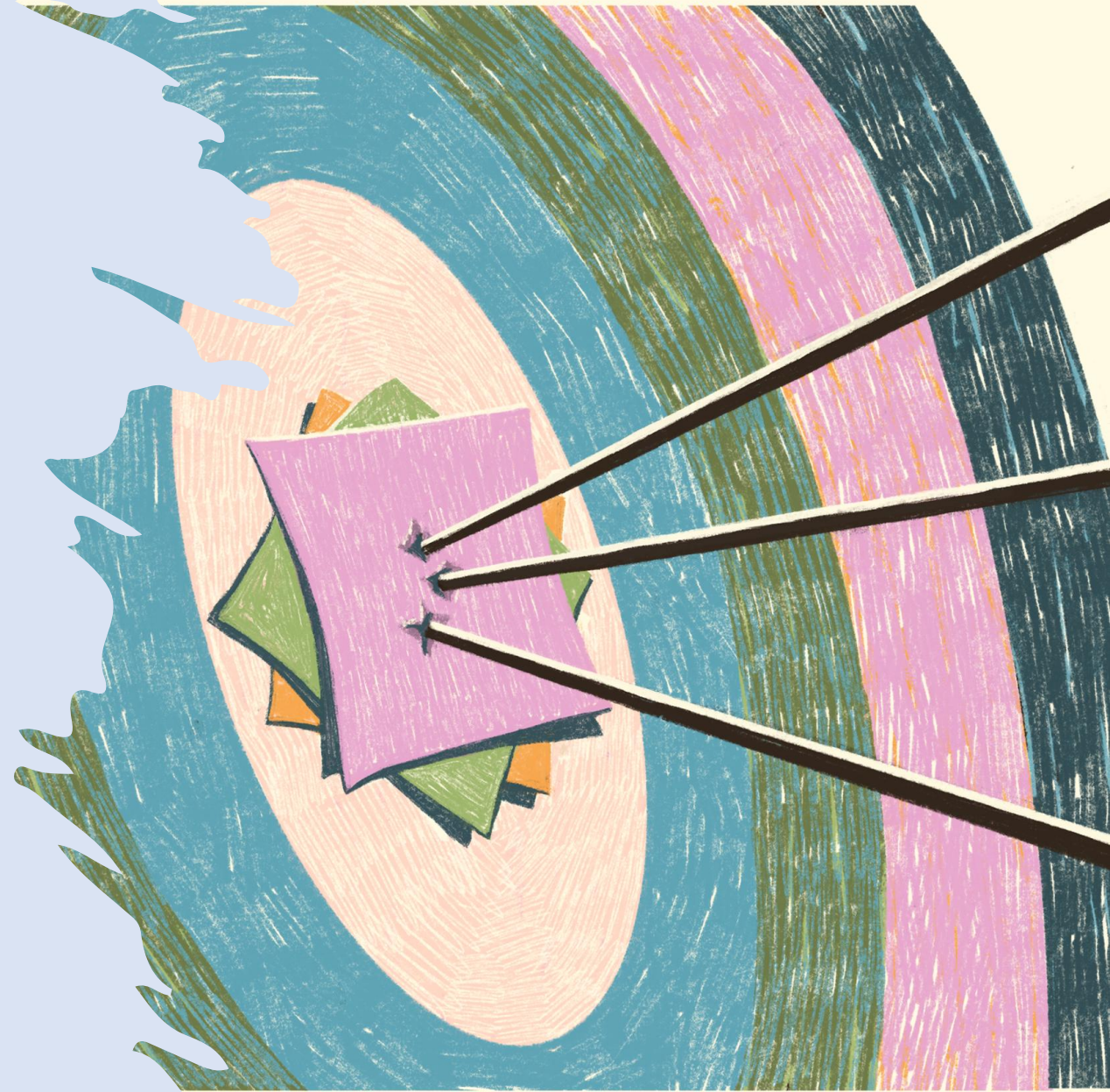
- **Scale of the issue:** Not empirically known
- **Contextual Challenges:** Regional lens - a more accurate picture.
- **Irreconcilable differences?:** Multiplicity of perspective





# Aim of the Study

- To identify the perceived barriers to funding from the perspective of Black-led non-profit organisations (BLNOs) and funders within Merseyside region.
- To understand (mis)alignment between the perceptions of funders and BLNOs on what these barriers are and how they can be alleviated.
- To identify any contextual factors within the Liverpool City Region contributing to the perceived funding barriers on BLNOs.
- To understand the role of BLNO characteristics and processes in the funding disparity for BLNOs.
- To identify success factor(s) from the perspective of Black-led organisations that have been successful in funding applications.
- To identify specific interventions BLNOs want from funders and support infrastructure organisations.



# Methodology

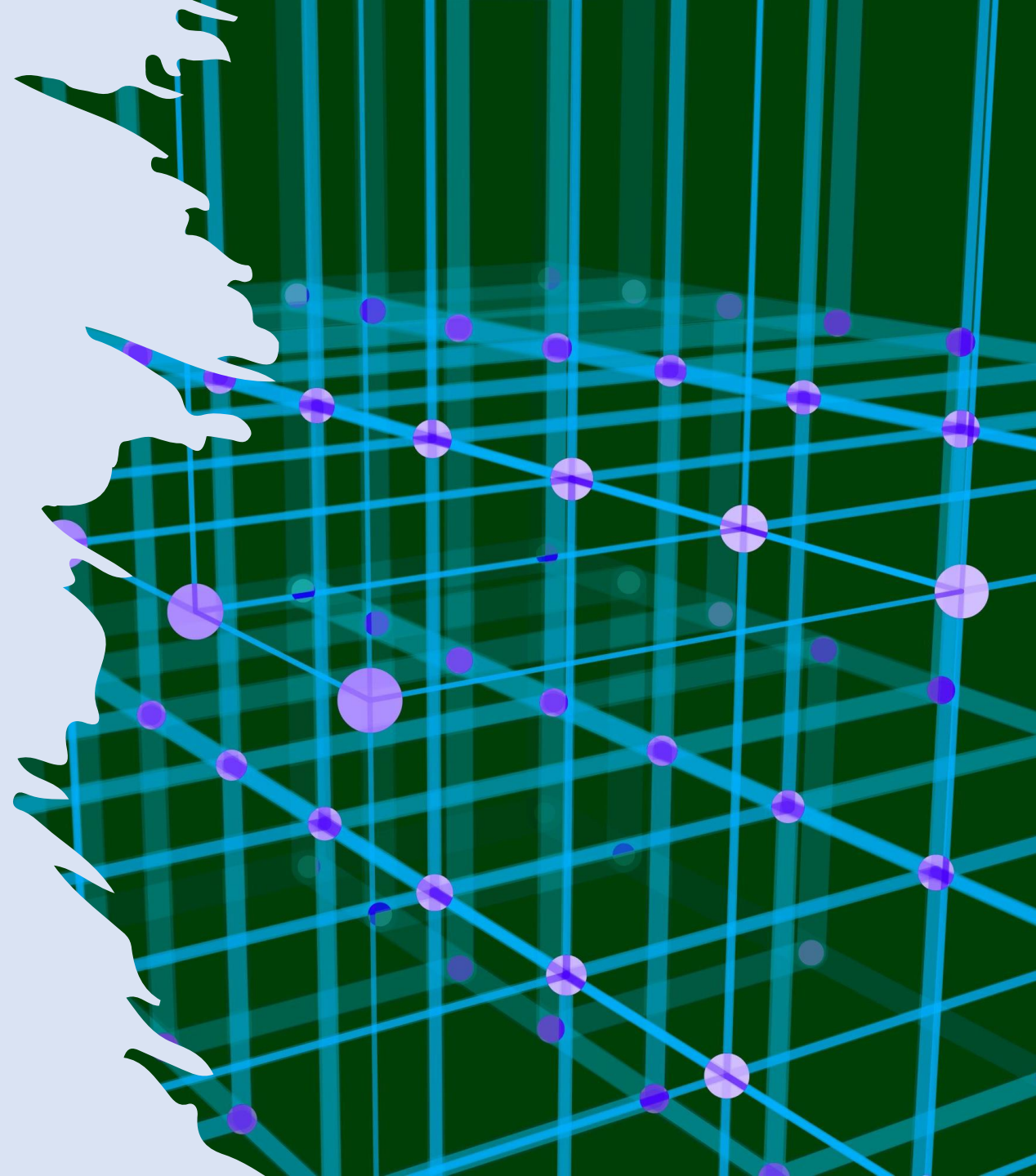
- **Rigour**
- **Multimethod, Mixed methods**
- **Confirmatory**

## **Stage 1 (exploratory):**

- **Focus group sessions with BLNOs (10)**
- **Interview with Funders (7)**

## **Stage 2 (confirmatory):**

- **Online survey (24)**





# Main Findings

- **BLNOs in LCR seem likely to have less people with responsibility for funding applications and therefore the time commitment of applying can be an issue.**
- **Funding criteria and procedures are seen to be creating a barrier.**
- **BLNOs governing structures in the LCR may not be to the quality expected by funders.**
- **funders may not recognise the unique challenges facing Black-led organisations.**

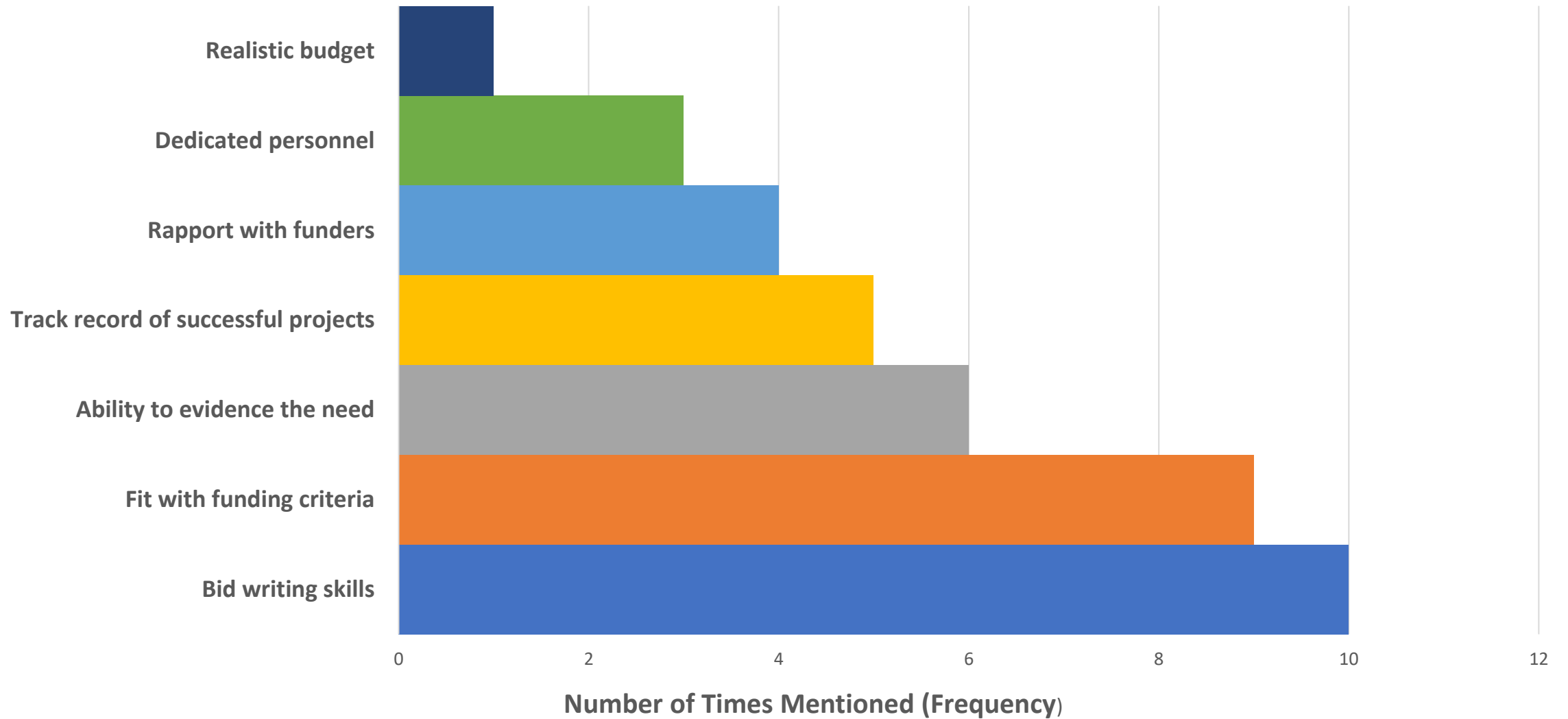


# Main Findings

- **BLNOs are less likely to be successful at funding application despite their longevity of operation. However, the experience level of BLNO's funding application teams has significant correlation with funding success.**
- **Geographical and size disparity in funding success for non-profit organisations may be playing their part in the disparity being felt/experienced by LCR BLNOs.**
- **There may be a lack of awareness of funding and support opportunities for LCR BLNOs.**
- **Respondents to the survey feel funding is scarce, oversubscribed, and that there are not enough dedicated pots of funds targeting Black and Minoritised Ethnicities.**



## Critical Success Factors Identified by Respondents



# Recommendations from Respondents

Recommendations for Funders	Recommendations for SIOs
<p><b>Direct engagement with BLNOs:</b> reach out to notify them of your funding opportunities; visit them; work with local CVS to reach diverse groups; prioritise the geographical areas where Black-led organisations are based.</p>	<p><b>Bid writing support:</b> writing a compelling narrative, alignment of proposal with funder priorities, communicating impact.</p>
<p><b>Make (core) funding application easier:</b> reduce bureaucracy of the application process; paperwork is often full of constraints and addresses issues divorced from reality; Most Black-led organisations are small with little resources for writing bids; offering application materials in multiple languages can also help widen accessibility.</p>	<p><b>Professional Advisory:</b> Business and Project Planning advisory, how to establish suitable company structure, marketing, funding strategies; mapping funders by geography and by causes they support (tailored funding streams), intermediary roles between organisations and funders, promoting organisations to funders.</p>
<p><b>Provide targeted application support opportunities:</b> Support in understanding the ethos of the funding body; offer free support for new/emerging organisations; support webinars with videos that can be accessed at any time.</p>	<p><b>Proof Reading/Editing/Feedback Services:</b> Someone to read and comment on draft or completed applications.</p>
<p><b>Lived Experience representation on the funding panel</b></p>	<p><b>Training and Networking events</b></p>
<p><b>Revise criteria based on needs/reality:</b> explore specific needs of BLOs and re-adapt the funding criteria.</p>	<p><b>Access to Suitable Funding sources/Network</b></p>



# Recommendations for Funders

## **1. Funding organisations simplify the funding application process to reflect the challenges outlined by BLNO's by:**

- Reducing the use of (excessive) jargon in the application and auditing processes.
- Using easy processes for applying including video, audio, storytelling
- Reducing bureaucracy in the funding application process
- Hosting regular events/workshops with BLNOs to better align funder requirements with their needs

# Recommendations for Funders

## **2. Funding organisations must be intentional about equity in their funding process by:**

- Publishing yearly funding equity reports, similar in principle to Environmental, Social and Governance (ESG) reporting that shows accurate data about the funding being allocated to BLNO's for example
- Adopting equitable funding criteria and scoring system in their decision making (as current criteria are biased against low-asset, newer organisations and organisations meeting the needs of marginalised communities).
- Recognising that BLNO are not starting at the same place and there is not a level playing field due to racism

# Recommendations for Funders

## **3. Funders to proactively consider how they can incorporate the voices of Racialised Community (RC) members in decision making:**

- Improving RCs representation in their workforce, especially on their decision-making panel.
- Paying Black, Asian and Minority Ethnic community members to sit on decision making panels