



## AVON FOUNDATION FOR WOMEN 2010 RFP: Avon Empowerment Self-Sufficiency Program

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### [About Avon Foundation for Women](#)

Avon Foundation for Women launched Speak Out Against Domestic Violence in 2004 to help end the cycle of domestic violence and partner abuse. Through the end of 2009 in the U.S. alone we have awarded over \$12 million to more than 400 domestic violence organizations for awareness, education, direct services and prevention programs. Funds and awareness are raised through the sale of special products, magazine and video Public Service Advertisements and *Walk the Course Against Domestic Violence*, a new fundraising event launched in 2009.

From 2005 through 2009, our annual RFP program, “Not Seen, Not Heard: Helping Children of Domestic Violence” assisted children affected by domestic violence in their homes through collaborative models that focused on advocacy, legal services, individual and group therapy and general support. For more information on programs funded through this initiative, visit [www.avonfoundation.org](http://www.avonfoundation.org).

### [New in 2010](#)

Avon Foundation for Women has tailored our 2010 RFP and we are pleased to announce a new national program: the **Avon Empowerment Self-Sufficiency Program**, an RFP for U.S.-based Operational and Developing Family Justice Centers (FJCs) or community-based DV agencies/shelters if partnered with an FJC or similar co-located, multi-agency service delivery model.

### [Avon Empowerment Self-Sufficiency Program Overview](#)

Avon Foundation has implemented a comprehensive and need-based philanthropic strategy that recognizes the importance of empowering women, and the staff that supports and advocates for them, by strengthening economic and self-sufficiency opportunities, to create better lives for DV survivors and their children.

As DV agencies have faced reductions in funds, while the need for services are at unprecedented levels, Avon Foundation is proud to support up to 30 full-time positions in FJCs and community-based DV agencies/shelters if partnered with an FJC or similar co-located, multi-agency service delivery model.

Domestic violence victims may be less likely to leave and stay away from abusers if they have limited hope of achieving economic stability on their own. Additionally, this lack of economic stability or programs may increase the likelihood of a return to the abuser or lead to homelessness. The creation and funding of the **Avon Empowerment Self-Sufficiency Program** will make an immediate, tangible difference for DV survivors by providing them with guidance and assistance to create independent, violence-free lives.

### [Program Funding and Grant Amounts](#)

Up to 30 grants will be awarded totaling up to \$1.5 million in 2010. To be considered for funding, applications must be completed online by Friday, April 16, 2010. The funding period will be from October 1, 2010 – September 30, 2011. Applicants will be notified of their status in July 2010.

### [Eligibility](#)

This is an RFP for U.S.-based organizations which are Operational and Developing Family Justice Centers or community-based DV agencies/shelters if partnered with an FJC or similar co-located, multi-agency service model. Eligible agencies must provide their 501(c)(3) designation letter or U.S. government agency equivalent document / Federal Tax Exemption certificate. Please note: non-eligible applications submitted by non-eligible entities will be removed from consideration during an initial review process. Eligible applicants may apply through an online grant process at this link: [https://www.GrantRequest.com/SID\\_1102?SA=SNA&FID=35015](https://www.GrantRequest.com/SID_1102?SA=SNA&FID=35015)

### [Selection Process](#)

Avon Foundation staff evaluates all proposals and additionally seeks assessment from our DV Advisory Board and expert consultants. The Avon Foundation Board of Directors will make the final determination on all proposals.



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### Strategic Priority

Priority will be made for Operational and Developing FJCs or similar entities that may have had a similar “self-sufficiency” position that has been defunded, and for new program applicants. For 2010, we will prioritize proposals based on these criteria:

- Agencies must clearly demonstrate the ability to support and manage the Avon Empowerment Self-Sufficiency Coordinator within their already existing operating models (multi-agency, co-located service providers working with DV survivors and their families);
- Agencies must clearly define who will oversee and manage the Coordinator (i.e. the Deputy Director of the Center) and must confirm availability of a dedicated work space and a computer;
- Agencies must demonstrate partnership(s) with a local DV program/shelter.

### Minimum Activities to be Accomplished Through this Grant

At the conclusion of this grant, Agencies selected for funding will be required to report on these activities. Measureable outcomes include, but are not limited to:

- Successes as a result of the program implementation including changes in attitude, skills, or behavior, and number of job placements, etc...
- Individual “touch points” – the number of one-to-one educational consultations with the Self-Sufficiency Coordinator
- Groups / Number of events – the number of clients who participated in group workshops or other educational sessions led by the Self-Sufficiency Coordinator
- Each client who meets with the Self-Sufficiency Coordinator must indicate at least one lesson learned from the program and what she plans to change
- Qualitative and quantitative feedback from survivors about measurable life change through participation in the Avon Empowerment Self-Sufficiency Program

### Minimum Requirements

The Avon Empowerment Self-Sufficiency Coordinator will work directly with DV survivors to improve core competencies, and will provide resources including:

- Resource information for assistance to obtain affordable housing and public aid
- Scholarship applications assistance
- English as a second language classes where necessary
- High school equivalency classes/vocational training classes
- Managed referrals to job training, education and employment agencies
- Designated public-use computers for clients
- Business clothing advice

### Minimum Job Responsibilities for the Self-Sufficiency Coordinator include, but are not limited to

- Develop linkages to appropriate government and private sector programs tailored to the DV clients
- Maintain a comprehensive directory of job training, skill enhancement, job placement and other self-sufficiency programming
- Evaluate victims’ self-sufficiency needs, and assist in setting short and long-term goals
- Design and implement on-site programming to meet client needs, such as resume preparation, English as a Second Language, and financial literacy classes
- Develop expedited referral processes to enroll DV clients with career centers and other community resources and document benchmarks and client success
- Provide educational (vocational and higher education) planning and resources
- Implement interactive empowerment workshops featuring professional panels for clients
- Collaborate with Public Assistance to help clients navigate the welfare system and circumvent challenges
- Create a client data system to track client demographic and service information for analysis of outcomes
- Aggregate quarterly reports to demonstrate needs, trends and successful outcomes which will be reported to the funder at the conclusion of the grant