Partnerships for Disability Access, Inclusion and Leadership
2024 Grant Application Guidelines

Overview

The Land Trust Alliance's (Alliance) mission is to save the places people need and love. The Alliance accomplishes this by empowering and mobilizing over 1,000-member land trust and affiliate members in communities across America to conserve land — and connect people to the land — for the benefit of all. As the national leader in policy, standards, education and training, the Alliance works passionately to support land trusts so they can save and secure more lands now and for future generations and better meet the needs of communities.

The Alliance's community-centered conservation department, in collaboration with other Alliance departments and programs, supports land trusts and their partners in engaging all people in their communities to ensure that land conservation is lasting and relevant while bringing greater benefits to the people within their service areas. The department supports land trusts in building trust and relationships with, and elevating the needs, expertise, and leadership of Black, Indigenous and people of color, LGBTQIA+ people, disabled people[1] and others who have not been fully served or prioritized by land conservation. The programs and services provided are based on the premise that making time for relationship and trust building, and the co-creation of services and programs designed with the communities they are intended to serve leads to lasting and impactful conservation and community outcomes.

The Alliance's staff and Council for Inclusive Health and Disabilities have partnered with Disabled Hikers, a leading organization in the disability and outdoors space, to co-create this grant program.

Disabled Hikers is an entirely Disabled-led organization. Their mission is to build disability community and justice in the outdoors, towards a vision of an outdoors culture that is transformed by access, representation, and justice for disabled and all other marginalized people. They celebrate disabled people's experiences in the outdoors; facilitate those experiences through resources and events; and advocate for access and justice. Disabled Hikers will provide mentorship and technical support to the grantee cohort throughout the grant cycle.

The Alliance has secured funding to deliver a grant program for land trust members working in partnership with disability communities and/or organizations led by or serving disabled people. The goal of this grant program is to advance accessibility, inclusion and belonging for disabled people through partnerships, relationship and trust building and co-creation of programs and services. Grantees will receive funding, participate in virtual peer convenings, and receive mentorship and technical assistance from Disabled Hikers and the Alliance's Council on Inclusive Health and Disabilities.

[1] In this grant RFP the Alliance uses the term *disabled people*, the preferred term used by our grant partner Disabled Hikers. "Identity first" language (i.e., *disabled people*) or "person first" language (i.e., *people with disabilities*) can both be appropriate in different contexts, depending on how a person prefers to self-identify. When in doubt, ask someone their preference.

Eligibility
All US-based (including US territories and freely associated states) member land trusts and affiliates of the Alliance.

Proposal Design
In this competitive grant program, proposals with emphasis in the following areas will be prioritized:
Relationship and trust building with:

- Relationship and trust building with disabled people in the communities within your service area, and/or organization partners led by and serving disabled people.
- Planning for and/or implementation of programs and services designed with and for disabled people.
- Proposals should go beyond compliance with accessibility requirements under the Americans with Disabilities Act, or other disability rights laws. While these have been important legal foundations for accessibility, they do not meet the needs of all disabled people, nor do they capture the creativity and innovation needed to create meaningful accessibility for all.
- Proposals may include accessibility devices and equipment and/or facilities improvements (e.g., signage) as they strategically advance relationship and trust building, and/or have been identified through collaborative planning with disabled people.

For the purposes of this grant program, "disabled people" refer to individuals who experience ongoing oppression related to existing in a world that is designed for and dominated by non-disabled people.

Disability has historically been medicalized and pathologized (i.e., treated as a medical problem and considered atypical or abnormal). In building community partnerships and trust, it is important to shift this perspective into one of respect for differences. This can include but should not be limited to the way a person moves, sees, hears, speaks, thinks, learns, or processes sensory information, as well as long term experiences of physical and/or mental illness.

The grant period is May 1, 2024 – April 30, 2025. Grant awards are expected to be $10,000 - $15,000 per project. Applicants may request up to $15,000, partial funding may be awarded at the recommendation of the review committee.

Grant recipients will participate in quarterly, virtual peer convenings to discuss success, improvements, share knowledge and receive technical assistance from Disabled Hikers and the Alliance's Council on Inclusive Health and Disabilities.

Disability community partners will be eligible for peer mentorship from Disabled Hikers. Details will be shared once grant awardees are selected.

Example Projects
The examples below provide ideas for types of projects that could be appropriate for this grant opportunity. Please use them as a catalyst for—and not a limitation on—thinking about your potential projects.

- Learning exchanges or partnership planning with organizations led by or serving disabled people.
- Creating an affinity group of disabled people with opportunities for community-building, outdoor experiences, and providing feedback.
- Creating a community advisory council that enables disabled people to contribute to strategic planning and program and organizational development.
- Co-creating an accessible and inclusive outdoor education or naturalist program.
- Accessibility assessments completed by disabled people.
- Co-creating multi-sensory interpretive signage.
- Building capacity within disability communities through sharing of resources and information.

Ineligible Projects

- Proposals not co-created with or in service to sustainable relationship and trust building with disabled people.
- Proposals cannot include costs associated with land acquisition.

Budget and Match Requirements

No match required. If there are other resources (financial, staff time, etc.) allocated for the project, please include those in the overall project budget. A maximum of twenty percent (20%) of grant funding can go towards overhead costs.

Review Process

Submitted applications will be reviewed and evaluated by a Grant Review Committee (GRC) composed of members from the Land Trust Alliance's Council for Inclusive Health and Disabilities, Disabled Hikers, and staff members of the Land Trust Alliance.

The grant proposals will be scored in accordance with the breakdown per prompt outlined below. However, scores will be one of many aspects used to determine final grant decisions, including geography, focus areas, and overall makeup of the grantee cohort.

Grant Agreement

At the time of notification of an award, the Alliance will work with grant recipients to finalize grant deliverables and measures of success for each project. The Alliance will send the grant agreement packet to grant recipients through the online grant system. The Alliance will release awarded funds in full to grantees on execution of the grant agreement.

Reporting Requirements

Quarterly cohort convenings (July 2024, Nov 2024, Jan 2025, March 2025) will serve as a place for interim sharing on progress and challenges. A written final report must be completed online in the same system you used to apply for this grant. The Alliance will provide report deadlines in the grant agreement. Failure to complete required reports may result in the grantee forfeiting a portion or all grant funds awarded, or a delay in or prohibition from being invited to submit future grant proposals.

Application Instructions

All applications must be received by **March 29, 2024.**

To begin an application, login to our online grant management system and create an account, by clicking on "Create New Account." Please note you will ***not*** need to create a new account if you have an existing account from previous Alliance grants.

Online grant portal link:
https://www.grantinterface.com/Common/LogOn.aspx?urlkey=landtrustalliancegrants

Application Prompts

Below are the application questions and prompts found in the online grant management system. This is for reference only and applications should be completed within the online system. If you need assistance with the online platform, please contact Ajiah Zywicki at agilbert@lta.org or (202)-349-0585.

A corresponding maximum score will be noted next to the prompt or question, where relevant.

Project Name

Please provide a descriptive name for the proposed project.

Amount Requested

Total grant funds requested.

Project Summary
Please provide a summary of the project in one or two sentences. *Note: If funding is awarded, this summary may be used to describe the project publicly.*

Grant Activities (suggested word limit 1500) (25 points maximum)
Please describe the activities you will conduct with these grant resources. Describe the specific roles the board, staff, volunteers, and partners will play in completing this project.

Connection to Mission and Organizational Strategy (suggested word limit: 500) (25 points maximum)
Please explain why your organization is prioritizing the proposed activities and how they fit into a broader organizational strategy. What pre-work has led to this proposal? How will your organization commit to this work beyond the life of the grant?

Community Partnerships: (suggested word limit 750) (35 points maximum)
Please give an overview of how your community partner(s) have informed this application. What provisions do you have in place (e.g., partner staff time, community stipends, language access, disability access) to support your partners in fully engaging in the proposed activities?

Defining Success (suggested word limit 500) (15 points maximum)
In lieu of a financial match, organizations should provide a statement illustrating the connection between this project and their wider commitment to this work beyond the grant's lifecycle. Please share what success in this project looks like after one year. How will you measure success and what would be distinct benchmarks for short-term (grant period) and long-term (beyond the grant period) success?

Project Schedule (10 points maximum)
Provide a realistic timeline for project activities over the course of the grant period.
The grant period is from May 1, 2024 – April 30, 2025.

Budget (10 points maximum)
Please upload a total project budget that matches grant activities with associated cost and includes staff time, contractors, and overhead costs. This may also include other sources of funding where applicable. Applicants may but are not required to use the Alliance template.

During the grant selection process, grant reviewers may recommend partial funding. Describe how partial funding would impact this project. If partial funding is awarded, are there specific elements of the project that you would prioritize over others, and would the project still have the potential for success with partial funding?

General Questions
Interested applicants may reach out to Ajiah Zywicki at agilbert@lta.org or (202)-349-0585 to discuss the scope of work appropriate for your land trust and the communities you intend to engage.

Resources
- Resources for Disability Inclusion Toolkit: https://landtrustalliance.org/resources/learn/explore/resources-for-disability-inclusion
- Open to All: A Disability Inclusion Guide for Land Trusts Document: https://landtrustalliance.org/resources/learn/explore/open-to-all-a-disability-inclusion-guide-for-land-trusts
- Disability 101 & Leadership Webinar: https://landtrustalliance.org/resources/learn/explore/disability-101-leadership