

Grant Application for Inclusion to Support Black and Latin Communities



Problem and Solution

The problem that Inclusion is seeking to solve is the income inequality and wealth gap faced by people from Black and Latin backgrounds, who earn on average 59% and 68% of what white people do respectively.

(<https://www.pewsocialtrends.org/2013/08/22/chapter-3-demographic-economic-data-by-race/>).

We have a two-pronged approach to confronting this issue.

Incluzion Learning is a program where we engage with Black and Latin people directly, through training and support to help them get the skills and confidence they need to find a job or move up in their career.

The Incluzion Remote Job Board connects companies that want to build more diverse and effective teams with Black and Latin talent. The jobs are remote so that they can be carried out at home, an essential consideration during COVID-19, and they are with companies that have already shown their commitment to creating a more inclusive work environment.

Impact

Organizations like the Black Career Network have a job board, but they don't provide training to ensure that their users are both prepared to get the job and qualified to carry it out. They also have a narrow diversity focus. Hire Latinos has a similar problem in lack of scope, and the general job boards like Indeed don't work towards diversity in any way.

Incluzion's approach is unique because we view the problem of race-based income inequality holistically. We understand that individuals need training in both how to get a job and in skills that will make them more desirable to employers. We provide that. Companies need a place where they can connect with talented and diverse people. We provide that. Through it all, we work with companies and individuals to ensure that the entire hiring and retention process is as fair and comfortable as possible for everyone involved.

Tangible results

With COVID-19 having a disproportionately negative effect on the income of Black and Latin people, our work is more important than ever. We have rapidly pivoted to meet the needs of quarantine with our training and educational materials, and our job board is fully remote, providing opportunities that can be undertaken from the safety of one's own home.

Scale

As we move forward, we plan to increase our educational materials and programming, offering even more classes on subjects that can help people to be better situated for career success. These will be provided remotely and will be available to everyone. At the same time, we plan to expand both our user community

and our corporate partners. This will be accomplished through marketing efforts, community events, and outreach efforts to directly engage our member base as well as companies that are looking to hire.

These efforts will be funded through sales of job postings, corporate sponsorships and partnerships, and our grant applications program. As we grow, those efforts are being stepped

up, and our reach and impact are increasing. We believe we now stand on the precipice of being able to have a real effect on Black and Latin lives and