



## **Move to End Violence Cohort 5 Informational Calls Questions Asked by Attendees**

At the end of February and early March, we held two information calls for potential applicants. Participants on the calls asked us great questions about the application, the cohort experience, and the program. We thought it would be useful to share with all of you who are considering applying. If you would like to receive recordings and transcripts of the calls, [please register here](#).

If you have additional questions that are not listed here and not in our [Information Packet](#), please email [application@movetoendviolence.org](mailto:application@movetoendviolence.org).

### **I. What MEV is looking for in an Applicant**

#### ***What type of activism are you looking for?***

We welcome applicants using all kinds of activism focused on ending gender-based violence. It could be community organizing, healing justice work, cultural work, policy advocacy, faith-based organizing, and more.

***Are most participants in positions of executive leadership at their organizations? Is it common to have staff apply who aren't EDs?***

We generally have a diverse mix of organizational roles among our applicants. The majority tend to be at some kind of director-level role, although many of our applicants are also organizers, program coordinators, advocates, and others. We encourage folks in all roles to apply. To get a sense of the breadth of roles that have been in our cohorts, [click here to see our list of alumni](#).

***What are the qualities that you are looking for in terms of projects that you are hoping to fund?***

Much of what we are looking for in organizations/projects is similar to what we are looking for in people: doing movement building to work to end gender-based violence, openness to change and transformation, commitment to our areas of praxis. [Click here to learn more](#).

***Has MEV had academics as Movement Makers?***

We are looking for movement leaders who are doing anti-violence work rooted in communities and housed at organizations/projects committed to transformational change. If you think this describes your work, then we encourage you to apply.

***I am not a young person, will this count against me?***

We welcome applicants of all ages and have had cohort members in their 20's and in their 60's. We explicitly encourage applicants under 30 because they are often seen as "too inexperienced" for leadership and fellowship programs, and that is not our view at MEV.

***What if you're over 70? Is there an age limit?***

There is no age limit, but all applicants must be at least 18 years of age.

***If you are a co-founder or executive director, who do you need to support your application?***

Most executive directors or founders will ask the chair of their board to fill out the "Support for Application."

## **II. Eligibility**

### ***Are applicants and the organizations they apply with eligible if they work on sex worker rights?***

To be selected for the MEV cohort, organizations need to be consistent with NoVo's mission and values. Organizations that work to decriminalize and protect those who sell sex from criminalization and violence at the hands of the state are welcome to apply. If your organization does programmatic work focused on legalization of the sex trade or the decriminalization of buyers and those who sell others for sex, then it will not be selected. Individually, cohort members throughout MEV have held a range of opinions and stances on these issues however, organizations who advocate for the full decriminalization or full legalization of the sex trade will not be eligible to apply.

### ***Does your organization have to have a 501c3 Status?***

Yes, your organization must be a tax-exempt 501c3 nonprofit organization or fiscally sponsored by a 501c3 organization. You are required to be part-time or full-time paid staff at the organization you are applying with.

### ***Can 501c3 status be pending when application is submitted?***

We will consider your application, but we must receive confirmation of 501c3 status before applicants can be moved to the next round, which will be around early May.

### ***If I'm applying through a fiscal sponsor, is it necessary to be an employee of the sponsoring organization?***

If applying through fiscal sponsorship, you will very likely be a full or part time employee on the fiscal sponsor's payroll. The way fiscal sponsorship works is that if you are a paid employee of your project, that means that you are likely an employee of the fiscal sponsor, even if all your work is

focused on your project. Fiscal sponsors need to be 501c3 organizations. Contractors and consultants, even if they have a staff role, are not eligible.

***What is meant by employee? I'm applying through a fiscal sponsor, I have a staff role for the project, and I am a regularly paid consultant receiving checks from the fiscal sponsor. Does that qualify for eligibility?***

No. Contractors and consultants, even if you have a staff role, are not eligible. We are holding “employee” to mean an individual who is hired and is paid regular wages or salary by their employer, in this case that is likely the fiscal sponsor, and is afforded the labor protections and rights offered to employees and is subject to the employer’s labor policies. If you apply through fiscal sponsorship, you are likely a part-time or full-time employee on the payroll of the fiscal sponsor. The way fiscal sponsorship works is that if you are a paid employee of your project, that means you are likely an employee of the fiscal sponsor, even if all of your work is focused on your project. Fiscal sponsors must be 501c3 organizations.

If you are currently a contractor or consultant and plan to transition to being an employee, you will need to do so before the application deadline in order to be eligible for the MEV cohort

***Can we apply if we work for a social enterprise?***

Our main requirement is that applicants must be 501c3 tax-exempt organizations or fiscally sponsored by a 501c3. It is fine if the social enterprise is a 501c3 or part of a 501c3 nonprofit.

***I'm a business owner, we can get a fiscal sponsor, just wondering about being paid staff. I'm paid, but I'm an owner. Does that make a difference?***

If you have a 501c3 fiscal sponsor and are a paid staff member of the organization, then you meet our eligibility requirements, regardless of

whether you're an owner. You will need to make a case for how the business is a movement building organization.

***I work at a university or the program I run is funded by a university. Am I eligible to apply?***

If the program you work for has 501c3 status, then you are eligible.

***Can government organizations participate?***

Government agencies that have 501c3 status are eligible to apply and participate.

***Can more than one person from an organization apply? If so, is it likely we're accepted together?***

Multiple applicants can apply from the same organization. However, we will likely choose only one applicant per organization.

***Is applying as a duo/multiple team something that is in alignment with the eligibility requirements or do you have to apply as an individual?***

You will need to apply as individuals, meaning that each of you will need to fill out a separate application. More than one person from the same organization can apply, but it is unlikely we would select two or more people from the same organization to be in the cohort. There will be some learning opportunities throughout the program where you can invite colleagues to participate with you.

***Can the years of experience include volunteer or otherwise unpaid work?***

Yes, we consider volunteer and other unpaid work to be part of experience.

***Is immigration status a problem for selection?***

People of all immigration, citizenship, and documentation statuses are welcome to apply. You will need to be able to travel domestically. We have

one international convening, but cohort members can choose to not attend if traveling internationally is not possible.

***What is the cost of the program (if any)?***

There is no financial cost for the program. We pay for travel, lodging, and meals for convenings. Some travel costs may need to be paid upfront by the participant (such as a meal at the airport) and they will be reimbursed afterward, but we will find an alternative solution for anyone where this is a problem or hardship. Cohort members receive a three-year general operating grant, which includes two-year funding to cover your time spent on the program and some expenses for related movement building activities.

The biggest cost is your time. We estimate that you will spend 20% of your time on MEV activities. That is why your organization receives two years of funding to cover your time, which they may decide to use to increase their staff capacity by hiring a part-time employee or consultant, or by promoting someone to take on added responsibilities.

***Do I have to live in the United States to be eligible?***

Yes. Applicants must live in the U.S. to be eligible.

***If the majority of my work is outside the United States, am I eligible?***

No. To be eligible, the majority of your work must be focused on U.S. anti-violence movements.

***If the person who applies works for an organization that is based in the US, but the majority of their work is taking place on the ground outside the US, is that person eligible?***

The majority of their work should be focused on U.S. anti-violence movements.

***Can the cohort be completed virtually (if someone is anywhere in the U.S.)?***

No. The program is designed for people to come together in-person for multi-day convenings. The only convening where participants can choose to not attend is the international one.

***What does the United States refer to? For example, what states, territories, etc.***

The United States refers to all 50 states (contiguous and non-contiguous) in addition to territories, and Native American Indian reservations. We recognize that what is known as the United States is stolen land. Applications are welcome from those working to transform this colonial relationship.

### **III. Selection & Grant Process & Program Structure & Obligations**

***Is there a dollar amount range for the 3-year general operating grant and the 2-year project grant? What factors will be used by MEV to calculate the amount of each grant?***

Organizations that are part of the program receive a three-year general operating grant. Most recently, the range for general operating grants has been approximately \$25,000 to \$125,000 per year. Each organization also receives \$25,000 per year in project support to help cover cohort members' time spent on the program, as well as some additional support for movement-building expenses.

***How exactly does the grant work? Will I still get paid by my organization during the convenings or am I being paid by the grant?***

You are being paid by your organization. In circumstances where your organization does not have sufficient funds to pay you adequately, we understand that it can be tempting to view the grant as a way to cover your

salary. It is a general operating grant so the organization can use it as it sees fit, but we generally caution folks away from this given that the grants are time-limited. The project funding will end after two years and the general operating support will end after three years.

***Can you speak more about the time commitment - it said 20% of your time? How does that break down?***

We estimate the time commitment to be an average of 20% of your time over the course of two years. It varies month to month. During months with convenings, you will spend 5 days in a row on MEV, plus some time for prep and post-convening reflection. The international convening is 10 days and will require much more extensive preparation and post-convening reflection.

During months without convenings, you will likely spend a few hours on receiving leadership coaching, participate in a couple of virtual meetings, have active email communication, and perhaps attend one optional in-person gathering depending on what programming we are offering during that time (such as a regional meet up or workshop). We hope that you will also use your time in between convenings to continue practicing what you're learning and strengthening relationships with your fellow cohort members.

***I would like to learn more about the workload outside of convenings so I can make an informed decision around my capacity to participate. I would also like to learn more about the role of my agency in the process.***

We estimate your time commitment to be an average of 20% of your time over the course of two years. The actual hours spent varies month to month. The international convening is 10 days and will require extensive preparation and post-convening reflection. During months without



convenings, you will likely spend a few hours on receiving leadership coaching, participate in a couple of virtual meetings, have active email communication, and perhaps attend one optional in-person gathering depending on what programming we are offering during that time (such as a regional meet up or workshop). We hope that you will also use your time in between convenings to continue practicing what you're learning and strengthening relationships with your fellow cohort members.

As for your organization, our overall hope is that your organization is a place for you to continue practicing and sharing what you are learning in the program. Our hope is that the changes you commit to as part of your leadership growth are supported by your organization and that they are eager to grow with you.

There are also specific responsibilities. A required part of each application is a separate form called the "Support for Application", which needs to be filled out by the person at your organization/project that you are accountable to (often the executive director or board chair). There will be some onboarding activities where these folks will be asked to participate as part of orientation. Finalists will be invited to submit a grant proposal, which may require others in your organization, and there is annual grant reporting required. We estimate that 20% of your time will be spent on MEV activities, so you will need to work with your organization to adjust your workload. There will be various organizational development opportunities and workshops that you can invite your colleagues to.

***What level of involvement is required from others in the organization/the organization itself?***

Our overall hope is that your organization is a place for you to continue practicing and sharing what you are learning in the program. Our hope is that the changes you commit to as part of your leadership growth are supported by your organization and that they are eager to grow with you.

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***Where will the Convenings be located?***

The convening locations have not been decided yet. Most of them will be in different places in the United States, usually at retreat centers or hotels. We try to choose locations that are important sites of movement history and where we can connect to current struggles. The third convening will be international and will take place in the Americas (exact location TBA).

***How long are the convenings in terms of how long are they each day?***

We typically allot one day for travel. Then you will have three days in a row of full days, roughly 9:30am-6:30pm with a midday break for lunch and rest. The last day will usually be a half day so that folks can travel home that evening. The international convening is 10 days and has different hours.

***What if we are unable to travel internationally due to documentation status or any other reason?***

For those who cannot or choose to not travel internationally, we can offer parallel activities in the U.S. where folks will be able to focus on the issues that we're talking about transnationally. For example, last cycle we went to Guatemala and worked with Mesoamerican activists. Those who stayed in the U.S. had a shorter convening in Texas, working with similar communities on similar issues.

***Who reviews the application?***

MEV staff, faculty and NoVo staff review the applications.

***Can the interviews be in Spanish?***

Yes, if you submit your application in Spanish we will arrange your interview in Spanish.

***How many members of the cohort will be chosen? How many applicants do you expect?***

We intend to select 15 members for Cohort 5. We expect to receive approximately 500 applications.

## **IV. The Movement Maker Experience**

***What is most needed out of this cohort's leadership assembly?***

MEV is a transformational leadership development and capacity building program. We bring together leaders in anti-violence movements to provide them with space, time, and resources to lean deeper into their visions for movement-level change, to grow as leaders, and to build relationships with a national network. In our convenings, the cohort will be able to collectively assess our current political moment and what they think is most needed in these times.

***How does MEV work with directly-impacted organizers? As in previously incarcerated and/or detained.***

Many of our previous cohort members have been front-line organizers and people who are directly impacted by the issues we focus on, including survivors of violence and people who have been previously incarcerated or have had other experiences with the criminal justice system. We believe that those with lived experience have the right to craft solutions and decisions that affect their lives. Knowing the kind of trauma and safety

concerns that those who are directly impacted may experience, we see the program as a space for reflection, restoration, and practice. It is a place where we center healing justice and wellness, and provide people with different kinds of resources and tools to attend to their ongoing healing.

***My organization is not a 501c3, but I work closely with and build projects with one / get support from a 501c3 partner who would be our fiscal sponsor for this. Would you find that your trainings / support / workshops offer insight for those who are not a 501c3? What is your take on projects that are attempting to break away from the nonprofit industrial complex?***

Organizations are important to us as ecosystems for social change work and we design our “Organizational Development for Transformation” resources to help organizations shift from organizational cultures that might be oppressive, toxic, or dysfunctional to ones that are thriving and collaborative, regardless of their tax status. You may find some of the needs and questions of other cohort members to not be as relevant to your situation (such as working with a board of directors or building a donor base). We know that it will take many kinds of organizations and formations to build a world free from violence and are supportive of that work.

***I'm wondering how the intentions differ now from the first cohort.***

We have learned a lot over the years from our cohort members, consultants, and other movement leaders about what is needed in this political moment and how to create capacity building programs that interrupt habits of dominant culture and nurture liberated spaces. Over the years, we have clarified and strengthened our commitments to racial justice, gender justice, language justice, healing justice, and disability justice. We have moved away from convenings being intensive training spaces in remote locations and instead focus on grounding, restoration, relationship building, and practice. We are less focused on having movement leaders around the country align behind a particular vision and

more focused on how we can grow the depth of that vision and what kinds of leaders we need to be to achieve it.

***Looking forward to hearing more about how this cohort will focus on LGBTQ people of color.***

LGBQ people of color have always been a large part of our cohort members and consultant team. We have made a commitment to continue to grow and learn about how to be more inclusive of those who are trans, gender non-conforming, and non-binary. This is reflected in the communities and identities we are prioritizing for this next cohort, along with several other communities who continue to be most vulnerable to violence and chronically under-resourced. To learn more about which identities we are prioritizing, [please click here](#).

***What amount of accountability is required for participants? Example: if we take something back to our organization which ultimately does not work, and we have received monetary support from MEV?***

We know that social change work requires a long-term commitment and strategy and that many things you might learn and bring back to your organizations might not yield immediate outcomes. We believe there is still value in planting seeds that might grow over time; sometimes what grows is even better than what we had originally envisioned. Our program is not focused on deliverables - it's really an investment in your leadership journey and in your organization's health over time. We will work with you at the beginning of the program for you to name for yourself what is it you want out of this program.

***What if your org doesn't support what you're doing, and they think it's too radical?***

That's a tough (but not uncommon) situation. In order to apply, your organization needs to support your application because it requires a

significant amount of time, we estimate an average of 20% of your time over 2 years, and our hope is that your organization can use what you're learning in the program to help grow and strengthen. Sometimes your organization supports your application in the beginning, but resists when you try to create change. We offer a few things to help with that, including coaches, consultants focused on organizational development, and workshops and trainings that you can invite people from your organization to attend. We know that social change work requires a long term commitment and strategy, and that much of what you learn in the program might not yield immediate outcomes, but we believe that it can still plant seeds for future change.