

State Street Foundation, Inc. Grantmaking Guidelines

Mission and Strategy

State Street Foundation, Inc. seeks to promote economic opportunity by reducing equity gaps in educational achievement and employability. We do this by making general operating support investments in non-profit charitable organizations that:

- Operate in communities where State Street Corporation has a business presence
- Have a demonstrated track record of supporting people aged 14 and over in the areas of educational achievement and employability
- Share a commitment to and demonstrate leadership in diversity, equity and inclusion, including addressing equity gaps based on race, ethnicity, socio-economic status and/or other diversity dimensions as applicable in the organization's location

Eligibility

To be eligible for funding, an organization must:

- Be a registered charity providing programs and services where State Street has a [business presence](#)
- Operate on a not-for-profit basis and fulfill a mission to benefit the local community
- Have a mission that aligns with our mission and strategy
- Not discriminate in the hiring of staff or provision of services on the basis of race, color, religion, national origin, ancestry, ethnicity, age, disability, sexual orientation, gender, gender identity, citizenship, marital status, domestic partnership or civil union status, familial status, military and veteran status, and other characteristics protected by applicable law

Organizational Impact

- Organizations must be able to show measurable outcomes through reporting, including the following metrics:
 - Organizational diversity across the dimensions of Leadership, Staff, Populations Served, Board of Directors, and Executive Director, and
 - Numbers and diversity of participants gaining access to basic skills that lead to lifelong success (including high school/secondary degree or equivalent), and/or

- Numbers and diversity of participants who are aware of, apply for, enter and complete credential programs (college, university, vocational and technical training), and/or
- Numbers and diversity of participants who are connected with employment opportunities and retain employment over a period of one year.

Application Process (Prospective Applicants)

- **Step 1:** Please review the guidelines above to assess your organization's eligibility for funding.
- **Step 2:** Submit an [Expression of Interest](#) (EOI) by providing some basic information about your organization in order to be considered for an invitation to apply. The deadline for EOI submission is December 31 to be considered for the following calendar year. Please note, any EOI submissions received on or after January 1 will be reviewed and considered in the next calendar year.
- **Step 3:** Only those organizations chosen to receive further consideration will be contacted by State Street Foundation. Invitations will typically be extended in Quarter Two of the calendar year and submissions must be made within four weeks of an invitation being extended.
- **Step 4:** State Street Foundation reviews grant applications throughout Quarters 2 and 3. Please note that applications may take several weeks to review based on factors such as application volume, due diligence, and meeting schedules.

Application Process (Existing Grantees)

- **Step 1:** Each year, existing grantees may be invited to submit a full application in Quarter Two of the calendar year. Submissions must be made within four weeks of an invitation being extended.
- **Step 2:** State Street Foundation reviews grant applications throughout Quarters 2 and 3. Please note that applications may take several weeks to review based on factors such as application volume, due diligence, and meeting schedules.

Final Report

- As a condition of receiving a grant from State Street Foundation, organizations are required to submit a final report.

Funding Considerations

- Applicants must have a current strategic or business plan that clearly outlines the organization's goals and present a plan for achieving results.
- Operating support grants must not exceed 15% of an organization's total budget.
- Funding is not considered for:
 - Capital purposes
 - Disease-specific initiatives and/or medical research
 - Endowments

- Political causes, candidates, organizations or campaigns
- Organizations whose primary purpose is to influence legislation
- Political, labor or fraternal organizations
- Sectarian activities for religious organizations
- Active military causes
- Individual pursuits, including scholarships and other forms of financial aid
- Team sponsorships or sporting events
- Travel for individuals or groups
- Requests made in consideration of any benefit to State Street, including an award for new business or renewal of existing business with State Street
- Requests made by a government official with decision-making authority concerning business with State Street

Grant Payments

- Grants in the United States are paid using an ACH electronic payment.
- Grants outside the United States are made by wire using third party vendors.