



CALL FOR PROPOSALS

**EUJS Embracing Jewish Diversity
Micro-grants 2024**

GUIDELINES FOR APPLICANTS

Deadline for submission of proposals: **21 January 2024, 23.59 CET**



1. BACKGROUND

The European Union of Jewish Students (EUJS) is launching the "Embracing Jewish Diversity" program, which is a comprehensive initiative dedicated to Diversity, Equality and Inclusion (DEI), and will comprise of networks, micro-grants, toolkit publication, and the appointment of a dedicated Diversity, Equality and Inclusion Officer to oversee its implementation. The "Embracing Jewish Diversity" program is possible due to the generous support of **UJA – Federation of New York**.

2. OBJECTIVES AND THEMATIC PRIORITIES

2.1. Objectives

Embracing Jewish Diversity is a new program that envisions bringing evolution on inclusion of minorities in European Jewish communities. EUJS intends to bring light on one hand to four minorities within our communities: the LGBTQIA+ Jews, Jews of Colour, Jews with disabilities, Sephardi and Mizrahi Jews and on the other hand one persistent issue: women empowerment. The main objective of this call is to strengthen capacity among our network in order to foster projects reflecting the values of diversity, equality, and inclusion in the Jewish communities in Europe. These grants will therefore empower European Jewish students with the knowledge, skills, and resources needed to lead Diversity, Equality, and Inclusion initiatives in their communities, contributing to the overall vision of a more inclusive and diverse European Jewish community. Hence, the objectives are to:

- 1.** Empower Jewish Students
- 2.** Celebrate Jewish identity and diversity
- 3.** Tackle discrimination within Jewish communities and European societies at large
- 4.** Promote equality and combat racism as the key to a democratic Europe

2.2. Thematic Priorities

The following thematic priorities have been identified to deliver a contribution to the implementation of our objectives as part of the micro-granting programme Embracing Jewish Diversity. This is a limitative list. Proposals must therefore contribute to the following priorities:

- Foster safe, respectful, and equitable Jewish environments that welcome individuals from diverse backgrounds, including LGBTQIA+ Jews, Jews of Colour, Jews with disabilities, Sephardi and Mizrahi Jews, and women, ensuring their active participation and sense of belonging.
- Cultivate a new generation of leaders committed to advancing diversity and inclusion within European Jewish communities.



- Ensure representation and a sense of belonging for minorities within the European Jewish community, at Jewish gatherings and events, as well as promoting acceptance and inclusion.
- Promote the integration of diversity, equality, and inclusion as core values within European Jewish communities, with marginalised groups actively shaping the community's future.
- Empower European Jewish students with the knowledge, skills, and resources needed to lead diversity, equality, and inclusion initiatives in their communities.
- Take actions in support of minority rights.

3. FINANCIAL ALLOCATIONS

The total amount of Financial Support to member Unions awarded by UJA – Federation of New York to EUJS as part of ‘Embracing Jewish Diversity’ has been capped at **EUR 45.000**.

Maximum grant size per proposal: EUR 5.000

Minimum grant size per proposal: EUR 500

Accepted grant proposals are to be implemented in the period of **21st February 2024 – 15th June 2024**.

Grantees are required to provide **co-financing of 10%** of the project’s budget.

4. ELIGIBILITY

4.1. Eligibility Criteria

Only project proposals by organisations that comply with the following criteria will be deemed **eligible** to qualify for the selection process. Organisations must be based in Europe and fall into **one** of following categories:

- Be a member union of EUJS
- Be a Jewish national body (umbrella organisation) recognised by the World Jewish Congress and the European Jewish Congress
- Be a local chapter of a Jewish national body (mentioned above)
- Be a partner of EUJS, recognised as such



Additional information:

- Organisations are allowed to submit multiple proposals (maximum three (3)).
- Projects involving cross-border organisational cooperations between two or more countries are allowed and encouraged.
- Cooperation with other than Jewish organisations on a given subject is allowed and encouraged, as long as the Jewish organisation remains the main applicant and this cooperation provides clear added value to the objectives and priorities listed above.
- Organisations have to be able to receive funds in their bank account, provide account statements and have a financial management system in place to ensure clear and adequate reporting procedures.

4.2. Eligible activities

The following activities, which contribute to the thematic priorities of this call will be eligible for micro-granting:

- **Raise awareness on LGBTQIA+ issues and the intersectionality of identities and forms of discrimination within Jewish communities as well as the positive aspects of queer pride:** This includes trainings, workshops and other educational activities, reports and other analytical activities, campaigns and other communication and dissemination activities. Special focus is placed on activities raising awareness of the effects on youth, as well as on the effects of biases.
- **Raise awareness on the place and treatment of Jews of Colour and forms of discrimination against them within Jewish communities as well as their unique everyday life experience:** Jews of Colour experience racism within the community but racism and antisemitism outside of the community. This shall be raised in trainings, workshops and other educational activities, reports and other analytical activities, campaigns and other communication and dissemination activities. Special focus is placed on activities raising awareness of the effects on youth, as well as on the effects of racial bias.
- **Raise awareness on the place and treatment of Jews with disabilities and forms of discrimination against them within Jewish communities:** Barrier-free communities are still lacking. Even public Jewish life is not always inclusive and accessible. Consequently it includes trainings, workshops and other educational activities, reports and other analytical activities, campaigns and other communication and dissemination activities. Special focus is placed on activities trying to find concrete answers to the lack of infrastructure in Jewish communities for Jews with disabilities.



- **Raise awareness on the place and treatment of Mizrahi and Sephardi Jews and forms of discrimination against them but also their unique culture within Jewish communities:** This includes testimonies, trainings, workshops and other educational activities, reports and other analytical activities, campaigns and other communication and dissemination activities. This shall raise awareness on ashkenormativity but also emphasise the Mizrahi culture and history.
- **Raise awareness on the place of women and gender-related questions in Jewish leadership:** This includes testimonies, trainings, workshops and other educational activities, reports and other analytical activities, campaigns and other communication and dissemination activities. Special focus is placed on activities trying to bring concrete change in national representation bodies.
- **Raise awareness on the place and treatment of other minority groups within Jewish communities:** This includes testimonies, trainings, workshops and other educational activities, reports and other analytical activities, campaigns and other communication and dissemination activities.

4.3. Eligible costs

To be eligible, all costs must be:

- Indicated in the estimated Budget proposal (see Annex II)
- Incurred during the implementation period of 21st February 2024 – 15th June 2024
- Necessary for the implementation of the project
- Identifiable and verifiable – in particular, recorded in the accounting records and supported by financial documents
- Reasonable, cost-effective, and in compliance with the principles of sound financial management and applicable tax and social legislation.

VAT and taxes that have been paid but are not recoverable by the grantees can also be included among eligible costs. The evidence can be obtained from the national tax authority. Self-certification can be acceptable if duly substantiated.



The following costs shall **not be considered eligible**: core funding to cover salaries or other operating costs, debts, provisions for losses and future liabilities, currency exchange losses, costs financed by other funds/donors.

5. HOW TO APPLY

5.1. Proposal

Project proposals shall be submitted in English and will be composed of:

- A narrative proposal detailing the project, the relevant target audience, the expected outcomes, and impact of the project. (Annex I)
- A budget proposal in EUR. The proposal must be reasonable and cost effective and detail all sources of co-funding (Annex II).
- A declaration of honour comprising all of the following aspects, which are essential to the successful implementation of the project (Annex III):
 - financial capacity to implement the project
 - compliance with of EU values and the Charter of Fundamental Rights
 - commitment to gender and non-discrimination mainstreaming
 - avoidance of conflicts of interest
 - maintaining confidentiality and security
 - committing to upholding the highest ethical standards
 - complying with information obligations and record keeping.

Only proposals submitted using the forms included in the annex will be deemed eligible.

5.2. Deadline

Proposals must be submitted by e-mail in PDF form to **grant@eujs.org** by **21th January 2024 23:59 CET**.

Incomplete or late applications will be rejected.



Consultations with EUJS regarding the design of the project and the preparation of a proposal will be open throughout the application period. A member of the office will be appointed as a contact point providing advice regarding the application process. Please reach out to Sarah Takolander (sarah@eujs.org) for technical questions, and Matylida Jonas-Kowalik (matylida@eujs.org) for questions regarding Diversity, Equality and Inclusion enquiries and any narrative questions. The last day to consult members of the office is **18th of January 2024 23.59 CET**.

6. EVALUATION AND SELECTION

6.1. Evaluation and selection process

The evaluation and selection process will proceed in the following manner:

EUJS' President, EUJS' Executive Director and EUJS' Diversity, Equality and Inclusion Officer will together make the **Selection Committee**. Together they will verify that the application matches the criteria mentioned above.

Eligible projects will be evaluated by the Selection Committee based on **objective, established criteria** (see: 6.2). Each member of the Selection Committee will review all eligible applications and provide a score. A final score will be issued with a recommendation on the awarded amount. The average score will be used as the final score. Decimal scores over .50 will be rounded up.

The selected application will be submitted to a **Steering Committee**, consisting of the Selection Committee and two EUJS' Board members, including the Treasurer of EUJS. Together, they will validate the recommendations and apportion funds among all projects having reached a minimum score of 70% (21p.) of the total points, taking into account the score, the recommended amount, and ensuring the implementation of as many projects as possible. The members of the Selection Committee, including observers and advisors, will sign a mandatory Conflict of Interest declaration before reviewing and evaluating the project proposals.

An advisor may opt in to take part in the Steering Committee in an observer capacity.

The list of awarded projects will be published on the EUJS website within one month of the deadline for applications. All applicants will be notified of their final score and receive a short motivation for the decision.

The **Selection Committee** reserves the right to suggest changes to the project proposals and/ or budget modifications. These will be discussed in the period before signing the project partnership agreement. An eligible Project may be excluded by the **Steering Committee**. The reasons for exclusion must be motivated in writing and communicated to the applicant.



Once project partnership agreements are signed, a percentage of the funds disbursed ranging from 50%-75% of the grant depending on the amount awarded and the needs of the grantee will be disbursed.

6.2. Evaluation of proposals

Projects will be awarded based on the following evaluation criteria:

20 points will be awarded for operational criteria. 10 points will be awarded for financial criteria. The overall maximum score is **30 points**.

Operational criteria (20p):

Quality (5p.)
Relevance (7p.)
Impact (6p.)
Creativity and innovativeness (2p.)

Financial Criteria (10p.):

Feasibility (5p.)
Cost-effectiveness (3p.)
Value for money (2p.)

7. REPORTING, INFORMATION AND VISIBILITY

Following a positive decision on the awarding of a “Embracing Jewish Diversity” grant, the lead applicant organisation will sign a **project partnership agreement** with EUJS, which will detail the reporting process.

Reports will consist of two parts:

- A narrative report, tracking jointly agreed indicators of project implementation and performance.
- A financial report with a detailed list of expenditures, accompanied by supporting documents.



Both the narrative and the financial reports will be submitted together no later than 15th of June 2024 via email to grant@eujs.org.

By signing the project partnership agreement, the applicant will agree to authorise EUJS to exercise its powers of control (checking) over project-related documents and proofs of spending. The applicant bears the final responsibility for the results of the project.

A member of the EUJS office will be tasked with accompanying the implementation of the project and offer operational support if required. Grantees will be tasked with promoting sound financial management, as well as gender and non-discrimination mainstreaming.

If, in the assessment of the EUJS office project implementation is lagging, an **interim report** will be requested.

Ad-hoc online workshops will be offered to grantees on project management to facilitate implementation of the projects.

Failure to meet the agreed reporting deadlines, visibility requirements and sufficient quality of the project outputs and results will be sanctioned in line with the conditions stated in the grant agreement and may lead to withholding, reducing, or requesting the return of the awarded funds.

Personal data is processed by EUJS. The Data Protection Officer of EUJS is Eitan Bergman and can be contacted at email eitan@eujs.org.

8. EXCLUSION CRITERIA

Applicants will be excluded from participating in selection procedure if they:

- Fail the eligibility check
- Their legal representative/s is/are proven to be guilty of grave professional misconduct
- They or their legal representatives are subject to a conflict of interest
- They or their legal representatives exhibit discriminatory or hateful behaviours, including but not limited to racism, sexism, ableism, homophobia or transphobia.



9. INDICATIVE TIMETABLE

Deadline for submission of proposals:	21 January 2024
Eligibility check of all proposals:	22 January 2024
List of eligible projects issued:	23 January 2024
Evaluation and selection process:	23 January 2024 – 16 February 2024
Validation:	19 February 2024
Publication of results and preparation of agreements:	20 February 2024
Begin of implementation period:	1 March 2024
Maximum implementation period:	15 June 2024
Deadline for final report:	15 June 2024

10. ANNEXES

Annex I: Project proposal template (narrative)

Annex II: Budget proposal template (financials)

Annex III: Declarations of honour