kyndryl foundation

Request for Proposal (RFP) for Cybersecurity and AI Training Programs and Initiatives

Introduction

The Kyndryl Foundation is the charitable arm of Kyndryl Inc., (Kyndryl) the world's largest provider of IT infrastructure services, serving thousands of enterprise customers in more than 60 countries. The Kyndryl Foundation launched in 2022 and made its first grants in the fall of 2023. The purpose of the Kyndryl Foundation is to support social, environmental and other charitable initiatives where we can leverage Kyndryl Inc.'s talented workforce to make the greatest impact.

Our goal is to support a just and sustainable future for all by contributing to projects and organizations that address inequities in our societal systems. Our grantmaking is currently focused in three areas: Future Forward Education, Climate Action, and Inclusive Economy.

The Kyndryl Foundation seeks balanced partnerships with our grantees. We recognize the value of trust-based philanthropy principles and seek to enter collaborative relationships with grantees. See our website at kyndryl.org for our full grantmaking principles.

Funding Focus

To support Future Forward Education and Inclusive Economy, the focus of our current funding initiatives are cybersecurity training programs and initiatives, and artificial intelligence (AI) skilling programs and initiatives. **Award Amounts and**

Duration

Pursuant to this RFP process, the Kyndryl Foundation intends to make single year grants, falling within three tiers of grants: 1) Catalyst Grants are between $50,000 - $100,000; 2) Partner Grants are between $100,000-$250,000; and 3) Signature Grants are $250,000 and up. Grantees may be eligible for multi-year funding after year one.

Catalyst Grants typically apply to organizations of any size that are developing new programs or seeking to build out a current program. Partner Grants typically apply to organizations with budgets of less than $1 million who are looking for general operating funding or funding for a current project. Signature grants typically apply to organizations with annual budgets of $1 million and above who are launching or seeking support for specific programs.

Proposal Timeline

<mark>The application window will open soon (dates to be publicized shortly).</mark>

Funding Categories Consistent with the Kyndryl Foundation's mission, vision and values which center on inclusion, equity and community and Kyndryl's focus on providing leading cybersecurity and AI services, the Kyndryl Foundation will invest in the following two funding categories.

Funding Category 1: Future Forward Education

Grant title: Growing an Inclusive Cybersecurity Workforce (#KF-24-01)

The global demand for a cybersecurity workforce outpaces the supply of trained employees, a gap that continues to widen. Systemic conditions contribute to a cybersecurity skills gap in minority and economically disadvantaged populations, including the lack of access to education and training and the lack of mentorship and role models. Therefore, organizations and programs offering cybersecurity training and ongoing career support to underserved communities are pivotal in diminishing that skills gap.

Cybersecurity professionals worldwide have median salaries [higher](#) than the cost of living in their respective countries. Increasing the cybersecurity workforce uplifts individuals through job opportunities and financial stability. This is a career pipeline through which individuals can impact the technology sector at large, and public and private organizations, while earning a family sustaining wage that allows them to fully participate in the economic fabric of their community.

The following are illustrative but not comprehensive examples of programs eligible for this grant:

- Programs designed to attract and mentor individuals in the cybersecurity field, particularly those from low income or underrepresented communities. Organizations may work across youth development, higher education and workforce development.

- Cybersecurity training programs for students at higher education institutions including community colleges with underserved student populations, such as Tribal Colleges and Historically Black Colleges and Universities (HBCUs). Grant uses could include hiring diverse instructors or expanding outreach and support for underrepresented groups, indigenous, and other people of color (BIPOC), women and/or neurodiverse learners.

- Short-term, flexible "bootcamp" types of programs for low-income individuals already in the workforce who are interested in cyber-tech. Successful

programs could be hosted online or in person at community colleges or four-year institutions such as HBCUs.

- Cyber education programs specifically for blind and visually impaired individuals, neurodivergent students, and LGBTQ communities.

- Programs that promote the benefits of cybersecurity careers for under-served communities, including military veterans and young adults ages 16 to 24.

Funding category 2: Inclusive Economy:

Grant Title: Growing an Inclusive Artificial Intelligence Workforce (#KF-24-02)

Artificial intelligence is a rapidly growing field that is becoming a fixture across industries. Like cybersecurity, the workforce demand for AI outpaces the supply of trained employees.   Similar systemic conditions contribute to an AI skills gap in minority and economically disadvantaged populations, including the lack of access to education and training and the lack of mentorship and role models. Therefore, organizations and programs offering AI skills development and training to underserved communities are pivotal in diminishing that skills gap and building an inclusive and empowered workforce.

As seen with the cybersecurity field, professionals in AI worldwide can expect to earn median salaries higher than their cost of living, a trend that we expect to see continue as the global AI market grows by billions.

Increasing AI skills training empowers individuals to participate and keep up with this ever-evolving sector and leads to career opportunities with financial stability. This is a career pipeline through which individuals can impact the technology sector at large, and public and private organizations, while earning a family sustaining wage that allows them to fully participate in the economic fabric of their community.

The following are illustrative but not comprehensive examples of programs eligible for this grant:

- Programs designed to attract and mentor individuals in the AI field, particularly those from low income or underrepresented communities. Organizations may work across youth development, higher education and workforce development.

- AI education and skills development programs for students at higher education institutions including community colleges, Tribal Colleges and Historically Black Colleges and Universities (HBCUs). Grant uses could include

hiring diverse instructors or expanding outreach and support for underrepresented groups, indigenous, and other people of color (BIPOC), women and/or neurodiverse learners.

- Short-term, flexible "bootcamp" types of programs for low-income individuals already in the workforce who are interested in AI. Successful programs could be hosted online or in person at community colleges or four-year institutions such as HBCUs.

- AI programs specifically for blind and visually impaired individuals, neurodivergent students, and LGBTQ communities.

- AI skills development programs that promote for under-served communities, including military veterans and young adults ages 16 to 24.

Eligibility:

Eligible organizations must be recognized 501(c)(3) nonprofit organizations based in the United States, or those with a 501(c)(3) Equivalency Determination, that are based in or impact one of the following countries: **USA, Japan, Poland, Hungary, Czech Republic, Slovakia, India, United Kingdom, Canada, Spain, Portugal, Brazil and Costa Rica.**

For U.S. based organizations, precedence may be given to organizations that drive impact in regions where Kyndryl has greater presence, including: Colorado, Connecticut, Georgia, Illinois, New York, Missouri and Texas..

> **NOTE:** Eligibility for a grant does not mean your organization will be selected for a grant.

Proposal Submission Requirements:

Please save this RFP as a new Word document, titled with your organization's name and the country you are applying for (e.g., Japan), and reply to each section listed below. Submissions must be in English. Send questions or submit completed application to [...]

Section 1. Basic information

- 1a) Provide:
    - Name of organization
    - Contact information (name, title, email, phone)
    - Name of program or project applicable to this RFP
    - Total operating budget (USD)
    - Date of incorporation
    - Tax or Employer Identification Number (or equivalent distinction)
    - Proof of 501c3 status – or indicated status of a (Non-USA) Equivalency Determination;
- 1b) Geographic service area (highlight Kyndryl core countries or regions, if appropriate);
- 1c) Description of organization's leadership and staff – their experience, tenure, and diversity (150-word limit); and
- 1d) Description of the program or project outlined in your proposal (150-word limit).

Section 2. Organizational Background

- 2a) Organizational mission (50-word limit);
- 2b) Noteworthy relationships/partnerships with other organizations, *optional* (150-word limit); and
- 2c) Summary of recent relevant case studies or accomplishments (250-word limit).

Section 3. Purpose of the funding request

3a) Which funding category are you applying for? What is the amount of single year grant you are requesting? Please provide an estimated itemized list of expenses and a specific description of how the grant will be used (250-word limit);

- 3b) Describe how the constituency you serve is involved in the work of your organization, if at all (150-word limit);

- 3c) If the program to be funded by the grant is a collaborative effort, briefly describe any other collaboration partners and how you will share this grant (150-word limit);

- 3d) Is there an opportunity for Kyndryl employees to volunteer their time and skills to your organization? If so, what might that look like? (100-word limit);

- 3e) Provide a basic program/project timeline and budget and allocation of funds (insert or attach a table or spreadsheet) for this Grant Application; and

- 3f) Please describe the results you expect to achieve should you be selected to receive a grant, including anticipated metrics (300-word limit).

Section 4. Attachments and supporting materials

4a)Organizational Finances: Most recent audited financial statement, or your United States Form 990. Most recent operating budget (current or fiscal year), to include projected expenses and revenues. See example template below.

Sample Operating Budget

REVENUE (in USD)	Committed Funds	Pending Funds
1. Grants/Contracts/Contributions		
Local Government		
State Government		
Foundations		
Corporations		
Individuals		
Other (specify)		
2. Earned Income		
3. Membership Income		

	Amount Requested In This Proposal	Total Project Expenses
4. In-Kind Support		
5. Other (specify)		
TOTAL REVENUE		
EXPENSE	Amount Requested In This Proposal	Total Project Expenses
Personnel (including salaries, wages, taxes, and professional consultants)		
Operations (including rent, utilities, insurance, etc.)		
TOTAL EXPENSE		
SURPLUS (DEFICIT)		
TOTAL REVENUE		
(TOTAL EXPENSE)		
TOTAL SURPLUS (DEFICIT)		

4b) List of current major funders (for example: the top 3 contributors to your operating budget).

1.
2.
3.

4c) Current list of Board members with brief, 3-4 sentence bios for each Board member.

Section 5. Additional Information

- 5a) Please provide digital copies of the following:
  - o Your organization's organizing or governing documents
  - o Your organization's current charitable registration

- o A list of current senior staff
- o The grant application, if you issue grants to other organizations or individuals and require an application
- o Your non-discrimination policy
- o If your organization is owned or operated by the government in whole or in part, please identify the government entity with whom you are affiliated and explain the exact nature of the affiliation, including but not limited to any limitations or obligations related to receiving grants;

- 5b) Will this grant be used to create, develop, or acquire an endowment, real estate, or other capital asset worth more than $5,000?

- 5c) Will this grant be used to make any subgrants grants to individuals or organizations?

- 5d) Will this grant be used to purchase an item that will be listed as assets in your financial statements for more than one year? This can include capital improvement projects. Common examples of capital assets include construction material, laboratory equipment, technology, and intellectual property.

- 5e) Will the funds be invested in an interest-bearing account or endowment?

- 5f) Will the funds be regranted to any of the following:
  - o Organizations
  - o Organizations & Individuals
  - o Individuals?

We may require other information or clarifications based on the information provided pursuant to this RFP prior to making a decision on your request. Grant decisions, including deciding not to provide a grant, is at the sole discretion of the Kyndryl Foundation.

Section 6. Reporting and Evaluation

The Kyndryl Foundation follows the principles of Trust-Based Philanthropy. While we will evaluate the success of our grants program, we pledge to do it with respect

for the time and resources of our nonprofit partners. We will provide welcoming opportunities for grantees to give us feedback and will look to grantees to honestly share their learnings, stories and program updates with us so that they can inform the evolution of our collective work.

While the Kyndryl Foundation seeks to minimize administrative burdens on grantees, it does expect grantees to provide reasonable reporting during the grant period, including attending meetings with Foundation representatives to discuss progress against goals and use of grants. The Foundation also expects to receive reports during the grant period with qualitative and quantitative data, depending on the nature of the grant. Qualitative data can include self-evaluation, attendee evaluation, amateur images, selfies, beneficiary anecdotes, exit interviews and more. Quantitative data can include the number of people served/trained, hours of training/engagement, jobs secured, cyberattacks avoided, and more. Specific reporting expectations will be set forth in the Grant Agreement.

The Kyndryl Foundation may publicize its support for grantees, including through videos, testimonials, and media materials created with the assistance of grantees. Specific publicity expectations will be set forth in the Grant Agreement.