

**Washington State Department of Health**  
**Request for Applications (RFA)**

**Application Title:** Worker Safety for Workers Affected by Climate Change Grant

**Total Amount of Funding:** \$2,160,000

**Estimated Funding Range per Award:** \$100,000 - \$750,000

**Expected Period of Performance:** January 1, 2026 – June 30, 2027

This schedule is subject to change at the discretion of the Washington State Department of Health (DOH). All required documents must be submitted by the due dates and times specified.

Organizations can request application materials and apply in a language other than English if desired. Information sessions will be held in English, Spanish, and other languages at your request.

Application release date	August 15, 2025
Informational webinars	August 26, 2025 August 27, 2025 September 9, 2025
Application due date	September 30, 2025
Estimated internal review of applications	October 2025
Estimated notification of award	November 17, 2025
Estimated agreement execution/start date	January 1, 2026
Funding period end date	June 30, 2027

**Background and Purpose:**

The Healthy Environment or All (HEAL) Act was passed in 2021 to reduce environmental and health disparities, equitably distribute environmental benefits, and improve the health of all people in Washington state. The DOH is one of seven named state agencies, along with Department of Commerce, Department of Agriculture, Department of Transportation, Department of Natural Resources, Department of Ecology, and Puget Sound Partnership, committed to reducing environmental health disparities across Washington State through the implementation of HEAL.

The Legislature required the state Department of Health to set this grant program based on the Environmental Justice Council funding recommendations and budget priorities for Washington's Climate Commitment Act (CCA). The CCA supports Washington's climate action efforts by putting cap-and-invest dollars to work reducing climate pollution, creating jobs, and improving public health. Funding for this grant program is provided by these CCA dollars. Information about the CCA is available at [www.climate.wa.gov](http://www.climate.wa.gov).

The Workplace Safety and Climate Change Grant program focuses on the workplace health and safety of workers who are affected by climate impacts, including but not limited to extreme heat and cold, wildfire

smoke, drought, and flooding. The grants for this biennium will focus primarily on the health and safety of agricultural workers. A Community Advisory Committee convened by DOH recommended that this round of granting focus on agricultural workers specifically, due to the increased risk of climate-related health impacts. According to the U.S. Bureau of Labor Statistics, agricultural workers maintain crops and tend livestock. They perform physical labor and operate machinery under the supervision of farmers, ranchers, and other agricultural managers. Their duties include:

- Plant, inspect, and harvest crops
- Irrigate farm soil and maintain ditches or pipes and pumps
- Operate and service farm machinery and tools
- Apply fertilizer or pesticide solutions to control insects, fungi, and weeds
- Move plants, shrubs, and trees with wheelbarrows or tractors
- Feed livestock and clean and disinfect their cages, pens, and yards
- Examine animals to detect symptoms of illnesses or injuries and administer vaccines to protect animals from diseases
- Use brands, tags, or tattoos to make livestock ownership and grade
- Herd livestock to pastures for grazing or to scales, trucks, or other enclosures

Examples of types of agricultural workers include:

- Farmworkers
- Nursery and greenhouse workers
- Farm and ranch animal farmworkers
- Agricultural equipment operators

Community-based and community-led organizations are uniquely positioned to identify and respond to the needs of agricultural workers they serve. They are invaluable partners in navigating the specific cultural and linguistic contexts, logistical and access barriers, and environmental justice concerns of their communities. We invite eligible organizations to apply for **one** of the following:

1. **Pass-through funding** (\$500,000 - \$750,000): We invite community-based organizations to sub-grant funds to other community-based organizations to support the health and safety of agricultural workers across Washington State. **We are expecting to award 2-3 passthrough grants.**
2. **Project funding** (\$50,000 - \$150,000): An organization may apply on its own or in partnership with other organization(s) for funds to address the health and safety of agricultural workers. **We are expecting to award between 5-15 project grants.**

## Activities

### *Passthrough Fund Activities:*

Passthrough grant funds will be used to establish a process to sub-grant funds to community-based organizations working with agricultural workers across Washington State. It is expected that funded organizations use strategies rooted in equity to sub-grant funds.

Sub-grantees should use funds to support organizations that center lived experiences of agricultural

workers, promote the health and wellness of agricultural workers, and address how they will mitigate challenges faced by agricultural workers as a result of climate change.

*Project Fund Activities:*

Project grant funds may be used to support the health and wellness of agricultural workers and address the challenges they face as a result of climate change. Funds may not be used to support activities that are required for employers, but may be used for activities that include, but are not limited to, the following:

- Inform agricultural workers and employers about labor rights and worker protections
- Promote agricultural workers' health and wellness
- Provide protective equipment that is appropriate for agricultural workers' work environment
- Provide safety training related to climate impacts
- Assisting agricultural workers with safety precautions during wildfires and extreme heat events
- Other projects that promote agricultural workers' safety related to climate impacts

Examples of How Project Funding May be Used

- Mobile health clinics
- Distribution of protective personal equipment
- Education campaigns and outreach in multiple languages, including indigenous languages and sign language
- Creation of teams of community health workers to share information about the health impacts of wildfire smoke and extreme heat to agricultural workers and how to protect themselves
- Offer agricultural worker support groups where they can receive information about climate impacts
- Develop new methods of sharing information that are aligned with the ways agricultural workers consume information (for example: cell phone apps, videos, social media, radio, billboards)
- Develop a directory of organizations or resources in the community and coordinating referrals with organizations in the directory
- Conduct outreach and share information about climate impacts at events and activities that agricultural workers attend
- Develop or strengthen an outreach team that trains employers and agricultural workers on labor rights, worker protections, and safety measures

It is expected that applicants propose a project that is informed by and reflects the needs of agricultural workers. We provide the table below as a sample of potential activities, and their associated deliverables.

Example Activity	Example Deliverables
Hire an outreach team to inform agricultural workers of their labor rights, worker protections, and safety measures.	Record of hiring and onboarding staff
Increase knowledge among agricultural workers of their labor rights and worker protections	List of community meetings, outreach activities, events Meeting agendas or documentation of meeting minutes Sample materials shared
Engage agricultural workers to identify protective equipment that is appropriate for their work	List of community meetings, outreach activities, events List of protective equipment identified Meeting agendas or documentation of meeting minutes
Develop a directory of organizations or resources for agricultural workers	Directory

### Eligibility and Qualifications:

This funding is open to eligible organizations with 501(c)3 status with service areas in both rural and urban areas of WA state. We hope to reach communities across the state through this funding.

#### *Passthrough funds*

Community based organizations with 501(c)3 status are eligible to apply for passthrough funds. Large institutions (i.e. hospitals/community health centers, academic institutions, local health jurisdictions, local government such as city or county) are invited to apply in partnership with a 501(c)3 or fiscally sponsored community-based organization. It is expected that passthrough fund grantees will spend a reasonable amount of awarded funds on administrative costs associated with establishing and distributing the funds.

Organizations receiving pass-through funds must also meet the following qualifications:

- Administrative and fiscal capacity to set up and manage pass-through funding.
- Capacity to develop and implement a plan for equitably soliciting applications from, selecting, and allocating funding to subgrantee organizations.
- Demonstrated ability to work equitably with communities and populations across the state, in particular, with agricultural workers.
- Demonstrated ability to collaborate and partner with external organizations with accountability and transparency.

#### *Project funds*

Community based organizations with 501(c)3 status are eligible to apply for project funds as a sole or lead applicant, and may partner with organizations with fiscal sponsorship.

**Evaluation and Reporting Requirements:**

The Workplan Safety and Climate Change Grant program staff will periodically solicit feedback from grantees to better understand the stories of participants and make programmatic improvements. This may include information related to activities performed, recommendations of changes to implementation for projects, the impact(s) of the Workplace Safety and Climate Change Grant, and location of services provided.

DOH responds to public records requests. Information provided in any grant-related documents may be subject to public disclosure. The information you provide may be used to fulfill our reporting requirements for public-facing dashboards related to the [Climate Commitment Act](#), the [HEAL Act](#), the [Environmental Health Disparities \(EHD\) Map](#), and in reports our team develops about this grant program.

**Payment:**

Payment is through deliverable-based invoicing. The State of Washington prefers to utilize electronic payment in its transactions. Successful awardees will be expected to register as a statewide vendor (if not currently registered). This allows awardees to receive payments from all participating state agencies by direct deposit, the State's preferred method of payment. Additional funds may become available to awardees after initial agreements have been established with all grantees.

Allowable costs include:

- Staffing costs
- Administrative costs, including any costs associated with Fund administration, including but not limited to salaries, benefits, goods, and services.
- For subgrantees: direct costs relevant to the purpose of this grant, including but not limited to stipends for community participants, transportation costs, translation and interpretation services, printing and dissemination of outreach materials, etc.

Non-allowable costs include:

- Capital projects
- Public works equipment and vehicles
- Funds for research
- Billable clinical care, except as allowed by law
- Reimbursement of pre-award costs, unless DOH provides written approval to the recipient
- Generally, recipients may not use funds to purchase furniture or equipment. Any such proposed spending must be clearly identified in the budget.
- Other than for normal and recognized executive–legislative relationships, no funds may be used for:
  - publicity or propaganda purposes to prepare, distribute, or use any material designed to support or defeat the enactment of legislation before any legislative body.
  - the salary or expenses of any grant or contract recipient, or agent acting for such recipient, related to any activity designed to influence the enactment of legislation, appropriations, regulation, administrative action, or Executive order proposed or pending before any legislative body.

### ***Application Process***

Application materials can be found below (pages 8-16). Applicants should download the file, complete all required forms, and return them by email to the EJ Grants Team ([ejgrants@doh.wa.gov](mailto:ejgrants@doh.wa.gov)) by September 30, 2025 at 11:59pm. Please reach out if you require any assistance accessing the application.

Interviews will take place as needed to solicit additional information or to meet a request for accommodation. If you have a specific accommodation need and would like to request a formal interview to supplement your application please contact the EJ Grants Team ([ejgrants@doh.wa.gov](mailto:ejgrants@doh.wa.gov)).

### ***Application Support***

Interested organizations are invited to register for information sessions held on August and September to ask any clarifying questions about the RFA and application process. The information session will be recorded and be made available on the [Workplace Safety for Workers Affected by Climate Change website](#). Interested organizations can reach out to the EJ Grants Team ([ejgrants@doh.wa.gov](mailto:ejgrants@doh.wa.gov)) to discuss a project idea and address any questions or concerns directly.

[Register](#) for information session on (August 26, 2025 from 5:30-6:30pm) (Spanish)

[Register](#) for information on (August 27, 2025 from 1-2pm) (English)

[Register](#) for information session on (September 9, 2025 from 3-4pm) (English)

Applications will be evaluated based on the following criteria	# of points
<b>Project Narrative</b>	
<i>Organizational Profile</i> – Does the organization meet all the key qualifications? Does the organization describe how the staff for this project reflect the community being served? What is the organization’s geographic reach? Does the organization demonstrate its commitment to the needs of agricultural workers?	20
<i>Project Description</i> – How will the project’s approach and intended results meet the needs of agricultural workers and their families? Does the organization describe an approach (outreach strategy, sub-grantee selection, and reporting and accountability) that centers agricultural workers? Is the organization’s approach and methodology informed by agricultural workers?	25
<i>Community Connectedness</i> – Does the organization demonstrate a connection to communities where agricultural workers live and/or work and with agricultural workers themselves?	15
<i>Evaluation</i> – Does the organization describe an evaluation plan that is clear, comprehensive, and connected to goals in the work plan? Does the evaluation plan have both quantitative and qualitative components? Does the organization describe how it will protect the data collected?	5

<b>Statement of work</b> – Does the work plan describe meaningful steps towards achieving the purposes of this grant? Are the activities described in the work plan specific, measurable, attainable, realistic, and timely?	10
<b>Budget Narrative</b> – Does the budget narrative support the activities described in the budget narrative and work plan? Does the budget maximize resources allocated to community and/or sub-grantees?	10
<b>Funding type-specific criteria (only 15 points total and may be shared if grant is a mix of types)</b>	
<b>Fiscal Capacity (for Passthrough Funding Only)</b> – Does the applicant share a plan for distributing funds upfront to subgrantees and receiving deliverable based reimbursement? How does the administrative cost consider equity? How will subgrantees be set up for financial and project success?	15
<b>Partner Support</b> – Do the committed partners help expand the reach and impact to agricultural workers? Are resources split equitably among partners? Does letter of support (see template) show understanding of funding split and reimbursement plan?	15

### Application Checklist:

Send all forms to the EJ Grants Team ([ejgrants@doh.wa.gov](mailto:ejgrants@doh.wa.gov)). If there are any technical issues using the included Exhibit forms, applicants can use another format, but it must include all elements included in the Exhibit forms.

- ☐ Complete an Applicant Information form (Exhibit 1)
- ☐ Complete a Project Narrative describing the project (1-3 pages single spaced using the outline provided in Exhibit 2)
- ☐ Complete the Project Work Plan (Exhibit 3) describing the specific goals, activities, and timeline for the project
- ☐ Complete the Budget Narrative (Exhibit 4)
- ☐ Complete the Financial Attestation Form (Passthrough Fund applicants) (Exhibit 5)
- ☐ Complete the Partner Letter of Support form (For organizations working in partnership) (Exhibit 6)
  - If the lead applicant is a hospital/community health center, academic institution, local health jurisdiction, or local government such as city or county, include at least one, but no more than three, letters of support from community-based partner organizations.



### Applicant Information

1. Name of organization(s) (if multiple indicate lead organization):
2. Primary mailing address:
3. Telephone number:
4. Website URL
5. Tax Identification Number (TIN):
6. UBI Number:
7. Statewide Vendor Number:
8. Primary Contact Person Name and Title:  
Email Address:  
Phone Number:
9. Secondary Contact Person Name and Title:  
Email Address:  
Phone Number:
10. Applying for (select either or both):
  - ☐ Passthrough Funds
  - ☐ Project Funds
11. Applying as a:
  - ☐ Individual organization
  - ☐ Partnership (multiple organizations)
- ☐ I certify that the information contained in this application is true, complete, and accurate to the best of my knowledge and belief. I understand that any false, misrepresented, or fraudulent statements or claims may result in the denial of this grant application or the revocation of any grant funds received.

### Project Narrative

1-3 pages single spaced; 12-point font

Applicants must write a narrative addressing the topics below. When writing your narrative, please use the headings below in bold, in the same order they are listed below.

1. **Project Description** – In 2-3 paragraphs, please address the following:

- *Project Description* – Please select the categories that best describe what your project will focus on (you may select more than one category) from the table below. What are your project's goals and anticipated challenges?

Please check one or more	Categories
<input type="checkbox"/>	Inform agricultural workers and business owners about labor rights and worker protections
<input type="checkbox"/>	Promote the health and wellness of agricultural workers
<input type="checkbox"/>	Provide protective equipment that is appropriate for agricultural workers' work environment
<input type="checkbox"/>	Provide safety training related to climate impacts
<input type="checkbox"/>	Help farm workers stay safe during wildfires and extreme heat
<input type="checkbox"/>	Other projects that promote farm worker safety related to climate impacts

- *Climate impact*– How does the project address the challenges faced by agricultural workers as a result of climate change?
- *Intended reach* – How will the project center the lived experiences of agricultural workers?
- *For passthrough organizations*: what criteria will you use to select subgrantees, and how will you consider equity in the process? What administrative processes and systems will you put in place to ensure accountability to both subgrantees and the DOH when allocating funding? How will you ensure you're collecting the necessary information for reporting?

2. **Organizational Profile** – In 2-3 paragraphs, please respond to the following:

- Describe your organization's experience providing services and outreach to agricultural workers, including how you ensure that your organization treats them respectfully.
  - Share two (2) examples of prior projects and/or programs directed at agricultural workers and their results.
  - Share two (2) testimonials from community members you have supported about their experience working with your organization. Testimonials may be anonymous.
- Describe your organization's geographic reach.
  - In what county is the organization physically located?
  - In what counties does your organization deliver services?

To request this document in another format, call 1-800-525-0127. Deaf or hard of hearing customers, please call 711 (Washington Relay) or email [doh.information@doh.wa.gov](mailto:doh.information@doh.wa.gov).

- In what counties do service recipients live?
  - Describe your staffing plan for this project.
    - Provide the titles of the staff who will be assigned to the project and explain how their experience aligns with the proposed scope of work.
      - If staff is to be hired, explain what experience you will look for in your hiring process.
    - How will you ensure consistency in project managers and staff who directly interact with agricultural workers?
  - Describe how your organization demonstrates a commitment to the needs of agricultural workers.
3. **Community Connectedness** – In a paragraph, please describe your organization’s approach to meaningfully engage agricultural workers in the development of your strategy and programs. If your organization does not yet engage agricultural workers to inform strategy and programs, describe how you plan to do so for the project your organization is proposing.
- Select which of the examples of community connectedness your organization demonstrates and explain how.

	Relationships with other local organizations that provide different types of support to agricultural workers (ex. Tabling at events hosted by other organizations)
	Knowledge of and connections with the spaces where community members spend time
	Capacity to work with community members in their preferred language, including Indigenous languages (ex. Mixteco)
	Project design is influenced by prior feedback collected from agricultural workers
	Project funds are set aside to compensate agricultural workers to be involved in design and implementation
	A compensated agricultural workers advisory group to inform your work and/or enable agricultural workers to share information with their own community
	Other

4. **Evaluation** – In 1-2 paragraphs, please respond to the following:
- Describe what quantitative and qualitative data you would collect to meet reporting requirements.
  - Describe how you would collect this data.
  - Describe your practices to keep the data you collect private.

5. **Partnerships** – Please describe any key partnerships relevant to achieving this project’s goals. Include the length of time and scope of your work together and how working with these partners aligns with your project’s goals and mission. Please also describe how you will use this grant to seek and develop new partnerships.

### Statement of Work

Please use this template to describe the activities, impact, and timeline for the project. Be as specific as possible. These activities could include achieving the following elements of the project:

#### Passthrough funds

- Development of a DOH-approved plan to identify and distribute funding to subgrantees and the preparation of any internal processes needed to implement this plan.
- Allocating all available funding to community-based organization subgrantees.
- Ensuring that all subgrantees have experience working directly with agricultural workers.
- Ongoing reporting and submitting a final report or presentation detailing funding allocation and activities of subgrantees.
- Quarterly progress meetings with DOH staff, completion of mid-point and final reports

#### Project funds

- Hiring staff, hosting events that promote agricultural workers' health and safety, providing safety training on the impacts of climate on health, purchasing supplies to mitigate the effects of extreme heat and cold on agricultural workers, etc.
- Quarterly progress meetings with DOH staff, completion of mid-point and final reports

### Statement of Work

**ORGANIZATION NAME**

Contract # **XXX**

Date of Execution (DOE) – **MM/DD/YYYY**

Task/Activity Description	Expected Outcome	Deliverable to DOH	Due Date

### Budget Justification

Budget Category	Total Amount Requested	Brief Justification (2-4 sentences)
Personnel, salaries, and wages		
Sub-grants		
Supplies		
In-state travel (if applicable)		
Administrative costs		
Other Expenses		
<b>Total Amount Requested</b>		

**Financial attestation (for passthrough grant applicants only)**

[Organization Name]

[date]

Dear Department of Health,

I understand that [organization's name] is applying to receive funds to sub-grant to community organizations addressing the health and well-being of agricultural workers. At this time, Department of Health will pay grantees upon completion of deliverables outlined in the included statement of work. [Organization name] will be expected to provide funds to sub-grantees.

[Organization name] understands these terms and does have the fiscal capacity to undertake this work, as described in the application materials.

Sincerely,

Name:

Title:

Organization:

### Letter of Support Template

**Only needed for joint community projects or institutions applying for pass through funds with a community-based organization**

Dear Department of Health,  
I am writing my support for this Worker Safety for Workers Affected by Climate Change Grant with the lead applicant \_\_\_\_\_.

We are applying for:

- ☐ Passthrough Funds
- ☐ Project Funds

For this project my community-based organization with 501c(3) status or fiscal sponsorship will receive this amount \_\_\_\_\_ of the total funds \_\_\_\_\_.

The lead applicant and I have a plan for the reimbursement requirement which is:

We have discussed the project, reporting, and evaluation plans included in the application packet.

Sincerely,

Name:

Title:

Organization:



## Definitions:

### *Community-based organization:*

For the purposes of this grant, a “community-based organization” is defined as a public, private, or tribal nonprofit that is managed by members of a community, actively serves all members of the community, and advocates for positive change in the community.

*Institutions:* i.e. hospitals/community health centers, academic institutions, local health jurisdictions

### *Environmental justice:*

The HEAL Act defines “environmental justice as “the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, rules, and policies. Environmental justice includes addressing disproportionate environmental and health impacts in all laws, rules, and policies with environmental impacts by prioritizing vulnerable populations and overburdened communities, the equitable distribution of resources and benefits, and eliminating harm.” In addition, we affirm the rights of nature, and that environmental justice involves balancing the needs of both people and nature together.

### *Climate Justice:*

Climate change threatens the health, livelihoods, and wellbeing of everyone, but it negatively affects specific groups more than others and often makes existing social and health inequities worse. Climate justice is focused on addressing the unequal impacts of climate change by prioritizing the health and safety of those who face the greatest risk as we prepare for and recover from climate events, such as extreme heat and cold, wildfires and wildfire smoke, and flooding.

The goals of climate justice are to make sure no one is left behind in the climate crisis and to transition to a healthier and more fair future for all living beings. This also means as we move away from fossil fuels, we also move toward a “just transition” that promotes a stable and sustainable economy, advances job and health equity, and is rooted in a thriving and healthy environment.

### *Data Sovereignty/Free Prior and Informed Consent (FPIC):*

FAO defines FPIC as “FPIC is a specific right [reaffirmed] to Indigenous Peoples recognized in the UN Declaration on the Rights of Indigenous Peoples (UNDRIP), which aligns with their universal right to self-determination. FPIC allows Indigenous Peoples to provide or withhold/ withdraw consent, at any point, regarding projects impacting their territories. FPIC allows Indigenous Peoples to engage in negotiations to shape the design, implementation, monitoring, and evaluation of projects. FAO's Policy on Indigenous Peoples aligns with the UN and the international legal framework, prioritizing the inclusion and promotion of Indigenous Peoples' issues in its work. The FAO Policy upholds core principles such as self-determined development, respect for Indigenous Peoples' knowledge, cultures and traditional practices and FPIC.” (FAO FPIC policy).