



RACE TO REBUILDING TRUST & COMMUNITY NOTICE OF FUNDING AVAILABILITY

Community Grant Information Session
December 11, 2023

PARTNERSHIP



**ARLINGTON
VIRGINIA**



**United Way of the
National Capital Area**

MEET THE TEAM



Amina Ait-Bella
Communications & Engagement Specialist
Arlington County Government



Samia Byrd
Deputy County Manager, Chief Race & Equity
Officer | Arlington County Government



Amber Barnett
Race & Equity Projects Manager
Arlington County Government



Stephanie Crane
Director of Community Impact
United Way of the National Capital Area



Elizabeth Matlock
Assistant to Deputy County Managers
Arlington County Government



Scott Mengebier
Director, Research and Evaluation
United Way of the National Capital Area



Sarah Tracey
Director of Public Engagement,
Arlington County Manager's Office



Aja Holland
Community Impact Contractor
United Way of the National Capital Area



OVERVIEW & BACKGROUND

In collaboration with United Way of the National Capital Area, the County is committed to establishing transparency and accountability as foundational values to help rebuild trust between County government and community members.

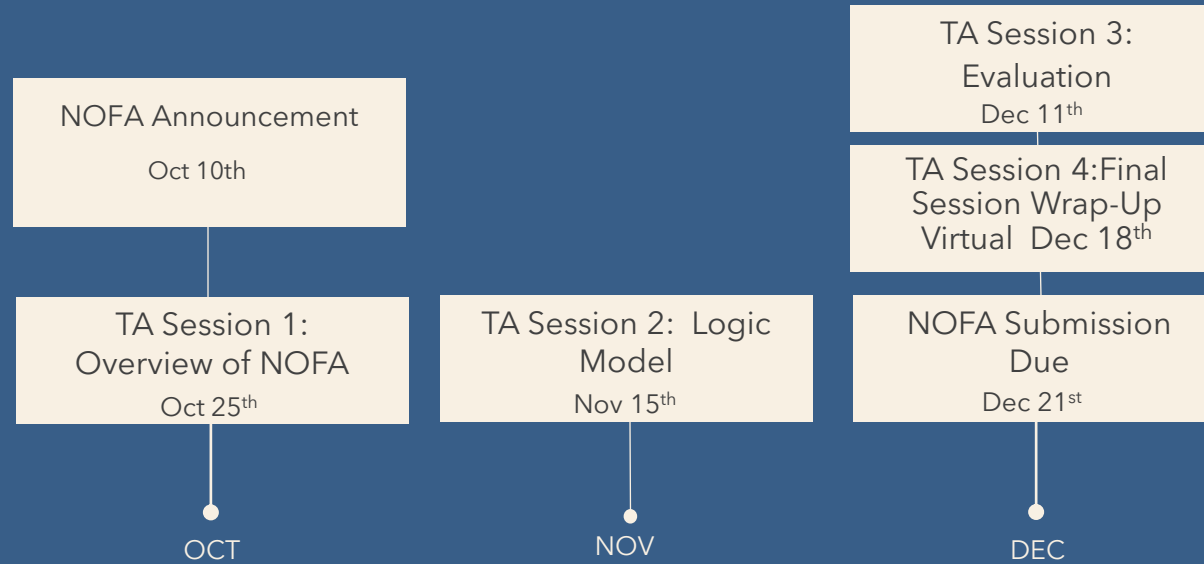
To move the process forward, the County Board adopted a resolution supporting a transition to a racial-equity based competitive process for Board-awarded community and human services funding that addresses inequities in Black, Indigenous, People of Color (BIPOC) communities and systemic impacts for all.

The background is a complex geometric composition. It features a grid of squares and triangles in shades of blue, pink, and purple. Overlaid on these are various patterns: concentric circles, parallel lines, and a grid of dots. A white horizontal line with a circular dot at its end extends from the left side of the image towards the center. The text 'TIMELINE & SELECTION PROCESS' is written in a bold, white, sans-serif font on the right side of the image.

TIMELINE & SELECTION PROCESS

IMPORTANT DATES

2023

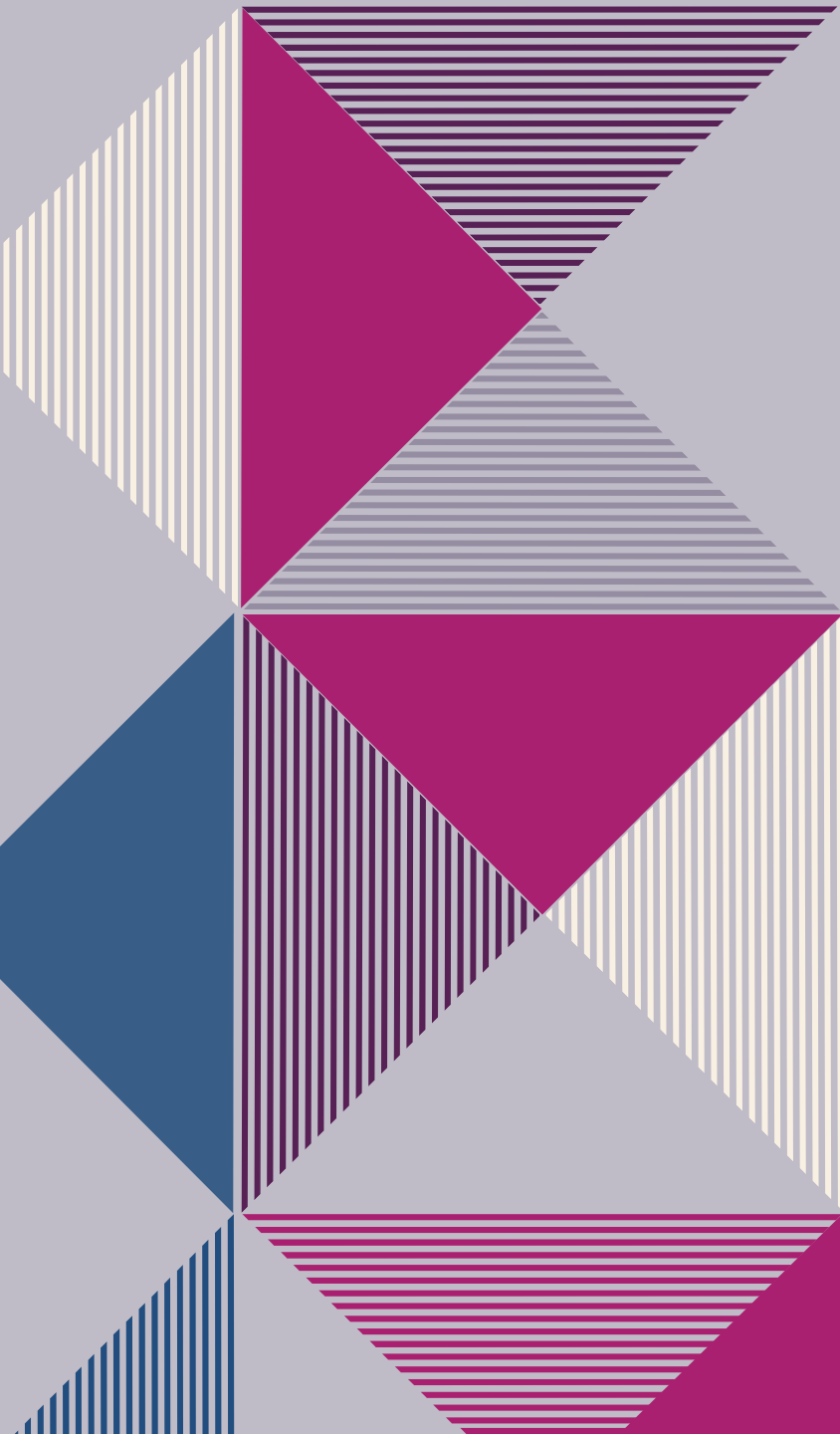


2024



The background is a complex geometric composition. It features a grid of squares and triangles in shades of blue, pink, and purple. Overlaid on these are various patterns: concentric circles, parallel lines, and a grid of dots. A white horizontal line with a circular end cap extends from the left side of the image towards the text.

PROPOSAL EVALUATION



Here's what you can expect through the process ...

- 1. RACE TO REBUILDING TRUST TEAM SCREENS APPLICATIONS FOR COMPLETENESS**
- 2. INDEPENDENT PANEL REVIEWS AND SCORES APPLICATIONS**
- 3. REVIEW PANEL CONVENES FOR CONSENSUS SESSIONS TO ESTABLISH FINAL SCORES**
- 4. COUNTY BOARD RECEIVES REVIEWER SCORES AND FUNDING RECOMMENDATIONS**
- 5. AWARDS ARE APPROVED**
- 6. APPLICANTS CAN REVIEW SCORES**
- 7. COUNTY STAFF WILL BE AVAILABLE TO PROVIDE FEEDBACK ON APPLICANT'S PROPOSAL**

REVIEWER RECRUITMENT

Each eligible application will be reviewed and scored by a review panel consisting of staff subject matter experts and community members.

- **Staff Reviewers:** Staff reviewers will be recruited from County departments based on their interest and expertise. The Race to Rebuilding Trust team will connect with Employee Resource Groups, participate on the agenda at staff meetings in relevant departments, and host in-person and virtual coffee and conversations to answer questions from those interested.
- **Community Reviewers:** Community reviewers will be recruited during planned community events taking place around the County and at various gathering places (e.g., food distribution sites, vaccine clinics, and PTA events). The Race to Rebuilding Trust team will table at community events, share informational flyers, and develop a contact list to follow up with interested community members.



CRITERIA FOR REVIEWERS

- Reviewers will only score what is written, recorded/and or provided using a Likert Scale
- Reviewers will complete a conflict-of-interest non-disclosure form
- Reviewers will receive training on how to use the scoring rubric
- Reviewer will be trained on scoring objectively and removing bias from the review process
- Reviewers will also receive Arlington County's racial equity training



CONSENSUS SESSIONS

- Reviewers will convene to discuss each application assigned
- A moderator will facilitate each review panel, taking notes on the final scores and feedback for each proposal
- Reviewers will provide their score on each application with narrative on how they reached their cumulative score
- Reviewers' scores and recommendations will be used to make a final funding decisions to the County Board

OBJECTIVE VS. SUBJECTIVE SCORING

Thoughts must be written or recorded

Resist comparisons

Recognize biases

Concentrate on content rather than grammar

Read/Listen, score, and comment one section at a time

OBJECTIVE VS. SUBJECTIVE SCORING

STRONG COMMENTS

- “The application was clear in its delivery methods and provided specific examples of how it creates impact for youth.”
- “The application was specific in explaining its evaluation methods, but needed to provide more details in how they use data to make improvements to their program delivery.”

WEAK COMMENTS

- “This section is horrible.”
- “Please provide more detail to score higher.”
- “I really like this.”

Section 3: Program Description (15 points)

Questions	Unacceptable or Did Not Respond (0 points)	Acceptable (1 point)	Good (2 points)	Excellent (3 points)	Score	Feedback Written Notes on Scores
Describe the need your proposal will address. Include any relevant data, stories, and details.	<input type="checkbox"/> Does not describe the need the organization is proposing to address.	<input type="checkbox"/> Describes the need the organization is proposing to address	<input type="checkbox"/> Describes in detail the need the organization is proposing to address.	<input type="checkbox"/> Describes in detail the need the organization is proposing to address.		
		<input type="checkbox"/> Includes at least one relevant data point, story, or detail to address the need in their proposal.	<input type="checkbox"/> Includes more than one relevant data point, story, and/or detail to address the need in their proposal.	<input type="checkbox"/> Includes more than one relevant data point, story, and/or detail to address the need in their proposal.		
			<input type="checkbox"/> Describes in detail why the population need is urgent to address at this time.	<input type="checkbox"/> Describes in detail why the population need is urgent to address at this time.		
				<input type="checkbox"/> There is a detailed and logical connection between the need to be addressed, the relevant data or stories, and the population to be served.		
Describe your proposed services that will address the need identified in question 5.	<input type="checkbox"/> Does not describe proposed services that will address the need in question 5.	<input type="checkbox"/> Describes proposed services	<input type="checkbox"/> Describes proposed services	<input type="checkbox"/> Describes proposed services		
		<input type="checkbox"/> Includes at least one example of how the service will address the need in question 5. This example shows a logical relationship of a service fulfilling the need.	<input type="checkbox"/> Includes more than one example of how the service will address the need in question 5.	<input type="checkbox"/> Includes more than one example of how the service will address the need in question 5.		
			<input type="checkbox"/> Describes in detail the gap in the community if the service did not exist.	<input type="checkbox"/> Describes in detail the gap in the community if the service did not exist.		
				<input type="checkbox"/> Examples show logical relationship of services fulfilling the stated need.		

Section 3: Program Description (15 points)

Questions	Unacceptable or Did Not Respond (0 points)	Acceptable (1 point)	Good (2 points)	Excellent (3 points)	Score	Feedback Written Notes on Scores
Describe how your organization is set up to provide the services proposed.	<input type="checkbox"/> Does not describe how organization is set up to provide proposed services.	<input type="checkbox"/> Describes how organization is set up to provide proposed services.	<input type="checkbox"/> Describes in detail how organization is set up to provide proposed services.	<input type="checkbox"/> Describes in detail how organization is set up to provide proposed services.		
		<input type="checkbox"/> Includes at least one example of how organization is set up to provide proposed services.	<input type="checkbox"/> Includes more than one example of how the organization is set up to provide proposed services.	<input type="checkbox"/> Includes more than one example of how the organization is set up to provide proposed services. These examples are relevant to the proposed services and contribute toward access and effectiveness.		
			<input type="checkbox"/> Describes in detail staff qualifications, expertise, and experience.	<input type="checkbox"/> Describes in detail staff qualifications, expertise, and experience.		

Section 3: Program Description (15 points)

Questions	Unacceptable or Did Not Respond (0 points)	Acceptable (1 point)	Good (2 points)	Excellent (3 points)	Score	Feedback Written Notes on Scores
<p>How and who will your organization collaborate with to strengthen and effectively achieve the proposed outcomes?</p>	<p><input type="checkbox"/> Does not describe how organization plans to collaborate with other organizations to strengthen and effectively achieve the proposed outcomes.</p>	<p><input type="checkbox"/> Describes how organization plans to collaborate with other organizations to strengthen and effectively achieve the proposed outcomes.</p>	<p><input type="checkbox"/> Describes in detail how organization plans to collaborate with other organizations to strengthen and effectively achieve the proposed outcomes.</p>	<p><input type="checkbox"/> Describes in detail how organization plans to collaborate with other organizations to strengthen and effectively achieve the proposed outcomes.</p>		
		<p><input type="checkbox"/> Includes at least one example of how organization plans to collaborate with other organizations to strengthen and effectively achieve the proposed outcomes.</p>	<p><input type="checkbox"/> Includes at least one example of how organization will collaborate/has collaborated with other organizations to strengthen and effectively achieve the proposed outcomes.</p>	<p><input type="checkbox"/> Includes at least one example of how organization will collaborate/has collaborated with other organizations to strengthen and effectively achieve the proposed outcomes.</p>		
			<p><input type="checkbox"/> Describes in detail at least two years of history in working partner organizations to strengthen and effectively achieve the proposed outcomes.</p>	<p><input type="checkbox"/> Describes in detail at least two years of history in working with partner organizations to strengthen and effectively achieve the proposed outcomes.</p>		
				<p><input type="checkbox"/> Includes at least one strategy on how organizations will support/ have supported each other on programs or projects. This strategy is specific to collaboration and has a logical relationship to the intended outcome.</p>		

Section 3: Program Description (15 points)

Questions	Unacceptable or Did Not Respond (0 points)	Acceptable (1 point)	Good (2 points)	Excellent (3 points)	Score	Feedback Written Notes on Scores
<p>Would these be new or existing partnerships? If a new partnership would be beneficial, how would you go about forming this partnership? Include any relevant timelines, strategies, and sustainability plans you might use to establish and maintain these partnerships.</p>	<p><input type="checkbox"/> Does not describe how organization will deliver on proposed programming.</p>	<p><input type="checkbox"/> Describes how organization will deliver on proposed programming.</p>	<p><input type="checkbox"/> Describes in detail how organization will deliver on proposed programming.</p>	<p><input type="checkbox"/> Describes in detail how organization will deliver on proposed programming.</p>		
		<p><input type="checkbox"/> Includes at least one example of how organization will deliver on proposed programming.</p>	<p><input type="checkbox"/> Includes more than one example of how organization will deliver on proposed programming.</p>	<p><input type="checkbox"/> Includes more than one example of how organization will deliver on proposed programming.</p>		
			<p><input type="checkbox"/> Describes in detail new or existing partnerships.</p>	<p><input type="checkbox"/> Describes in detail new or existing partnerships.</p>		
			<p><input type="checkbox"/> Describes in detail the importance of the collaboration.</p>	<p><input type="checkbox"/> Describes in detail the importance of the collaboration.</p>		
			<p><input type="checkbox"/> Describes in detail how they will maintain the partnership beyond the life of the proposal.</p>	<p><input type="checkbox"/> Describes in detail how they will maintain the partnership beyond the life of the proposal.</p>		
				<p><input type="checkbox"/> Proposed/existing partnerships have a clearly defined goal and structured approach, including specific indicators and targets that will help show progress toward their intended outcomes.</p>		



SECTION 3: PROGRAM/PROJECT DESCRIPTION SAMPLE RESPONSE

5. Describe the need your proposal will address. Include any relevant data, stories, and details.
6. Describe your proposed services that will address the need identified in question 5.
7. Describe how your organization is set up to provide the services proposed.
8. How and with whom will your organization collaborate to strengthen and effectively achieve the proposed outcomes?
9. Would these be new or existing partnerships? If a new partnership would be beneficial, how would you go about forming this partnership? Include any relevant timelines, strategies, and sustainability plans you might use to establish and maintain these partnerships.

Section 3: Program Description (15 points)

Questions	Unacceptable or Did Not Respond (0 points)	Acceptable (1 point)	Good (2 points)	Excellent (3 points)	Score	Feedback Written Notes on Scores
Describe the need your proposal will address. Include any relevant data, stories, and details.	<input type="checkbox"/> Does not describe the need the organization is proposing to address.	<input type="checkbox"/> Describes the need the organization is proposing to address	<input type="checkbox"/> Describes in detail the need the organization is proposing to address.	<input type="checkbox"/> Describes in detail the need the organization is proposing to address.		
		<input type="checkbox"/> Includes at least one relevant data point, story, or detail to address the need in their proposal.	<input type="checkbox"/> Includes more than one relevant data point, story, and/or detail to address the need in their proposal.	<input type="checkbox"/> Includes more than one relevant data point, story, and/or detail to address the need in their proposal.		
			<input type="checkbox"/> Describes in detail why the population need is urgent to address at this time.	<input type="checkbox"/> Describes in detail why the population need is urgent to address at this time.		
				<input type="checkbox"/> There is a detailed and logical connection between the need to be addressed, the relevant data or stories, and the population to be served.		
Describe your proposed services that will address the need identified in question 5.	<input type="checkbox"/> Does not describe proposed services that will address the need in question 5.	<input type="checkbox"/> Describes proposed services	<input type="checkbox"/> Describes proposed services	<input type="checkbox"/> Describes proposed services		
		<input type="checkbox"/> Includes at least one example of how the service will address the need in question 5. This example shows a logical relationship of a service fulfilling the need.	<input type="checkbox"/> Includes more than one example of how the service will address the need in question 5.	<input type="checkbox"/> Includes more than one example of how the service will address the need in question 5.		
			<input type="checkbox"/> Describes in detail the gap in the community if the service did not exist.	<input type="checkbox"/> Describes in detail the gap in the community if the service did not exist.		
				<input type="checkbox"/> Examples show logical relationship of services fulfilling the stated need.		

Section 3: Program Description (15 points)

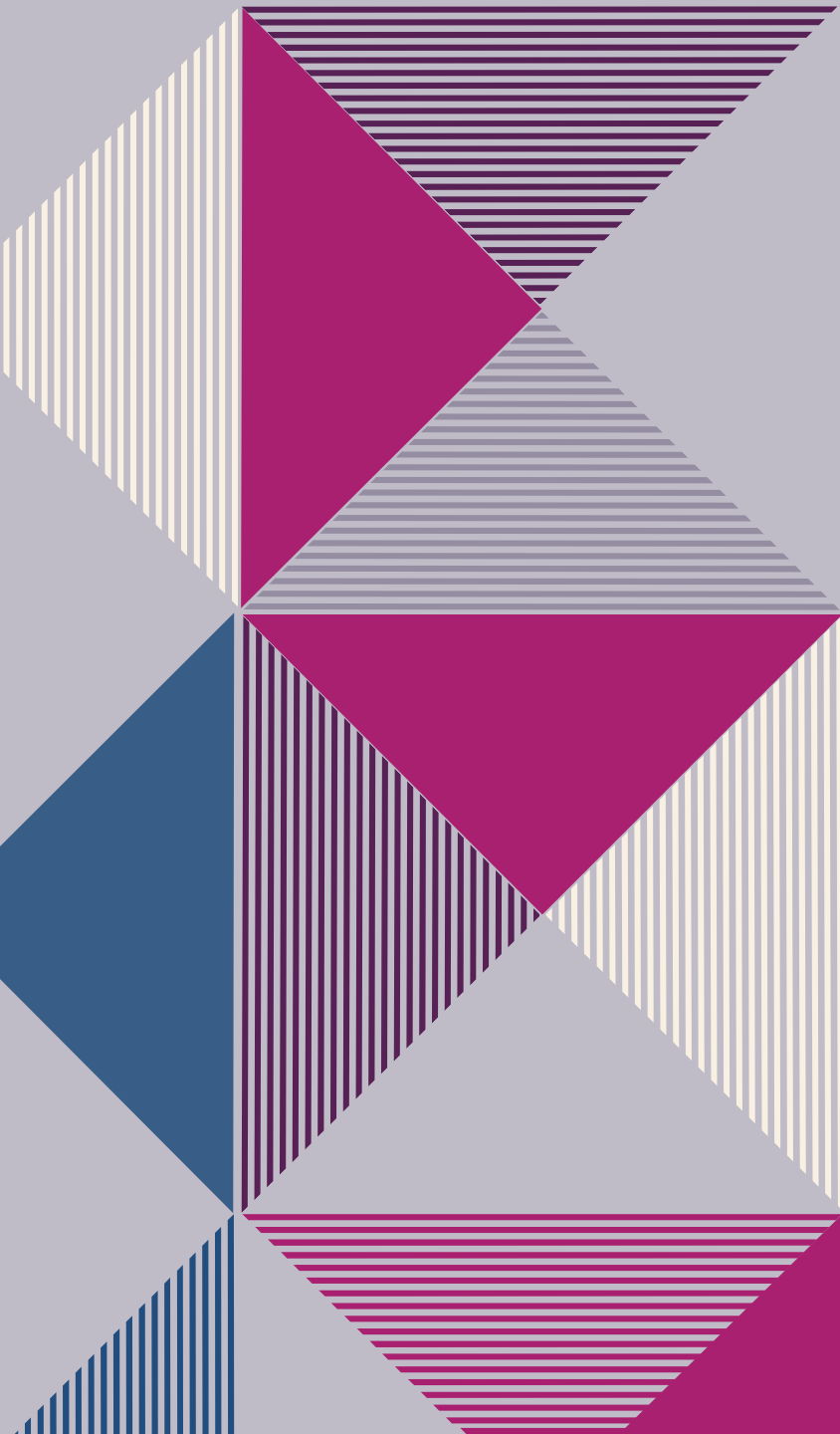
Questions	Unacceptable or Did Not Respond (0 points)	Acceptable (1 point)	Good (2 points)	Excellent (3 points)	Score	Feedback Written Notes on Scores
Describe how your organization is set up to provide the services proposed.	<input type="checkbox"/> Does not describe how organization is set up to provide proposed services.	<input type="checkbox"/> Describes how organization is set up to provide proposed services.	<input type="checkbox"/> Describes in detail how organization is set up to provide proposed services.	<input type="checkbox"/> Describes in detail how organization is set up to provide proposed services.		
		<input type="checkbox"/> Includes at least one example of how organization is set up to provide proposed services.	<input type="checkbox"/> Includes more than one example of how the organization is set up to provide proposed services.	<input type="checkbox"/> Includes more than one example of how the organization is set up to provide proposed services. These examples are relevant to the proposed services and contribute toward access and effectiveness.		
			<input type="checkbox"/> Describes in detail staff qualifications, expertise, and experience.	<input type="checkbox"/> Describes in detail staff qualifications, expertise, and experience.		

Section 3: Program Description (15 points)

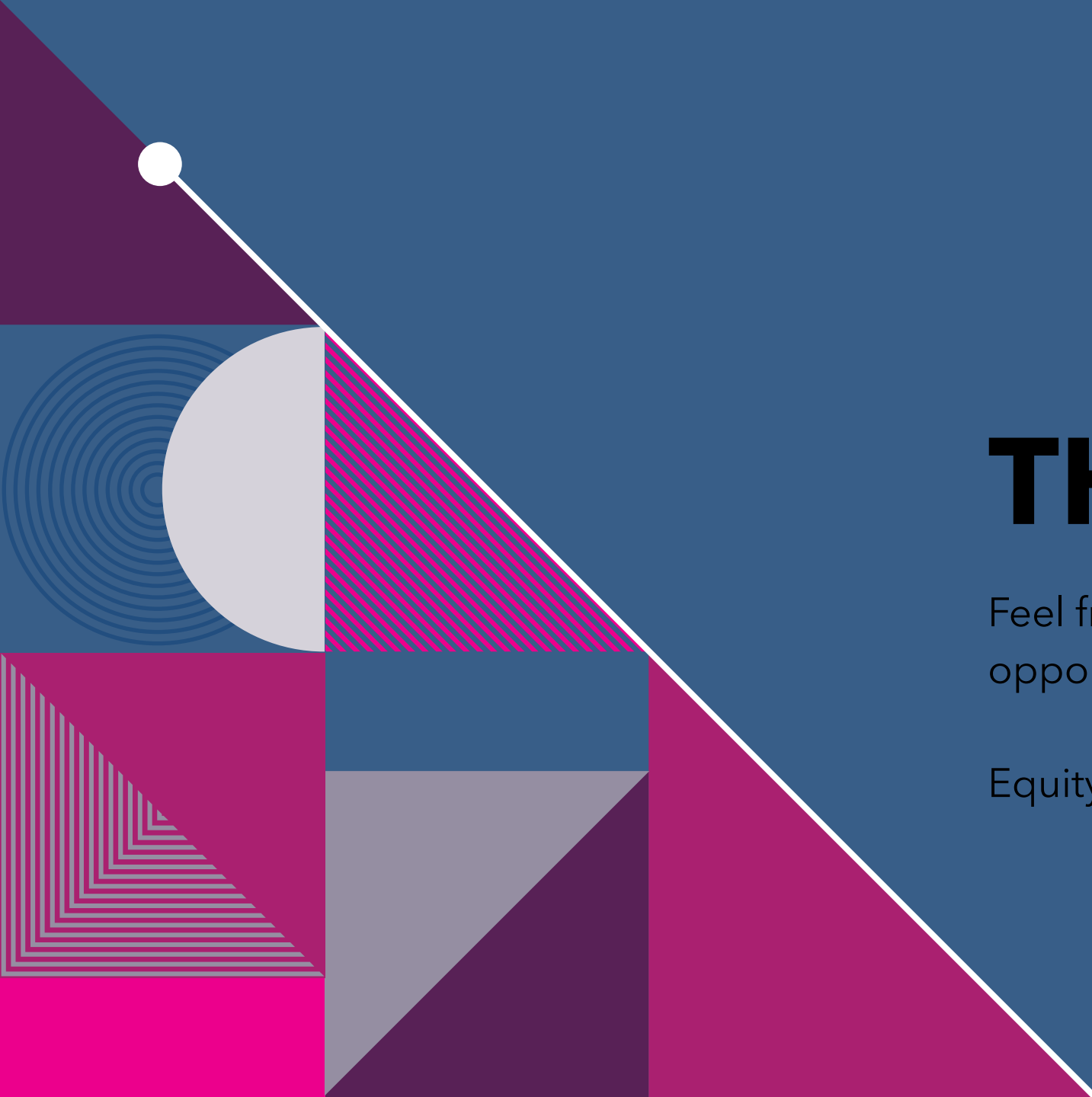
Questions	Unacceptable or Did Not Respond (0 points)	Acceptable (1 point)	Good (2 points)	Excellent (3 points)	Score	Feedback Written Notes on Scores
<p>How and who will your organization collaborate with to strengthen and effectively achieve the proposed outcomes?</p>	<p><input type="checkbox"/> Does not describe how organization plans to collaborate with other organizations to strengthen and effectively achieve the proposed outcomes.</p>	<p><input type="checkbox"/> Describes how organization plans to collaborate with other organizations to strengthen and effectively achieve the proposed outcomes.</p>	<p><input type="checkbox"/> Describes in detail how organization plans to collaborate with other organizations to strengthen and effectively achieve the proposed outcomes.</p>	<p><input type="checkbox"/> Describes in detail how organization plans to collaborate with other organizations to strengthen and effectively achieve the proposed outcomes.</p>		
		<p><input type="checkbox"/> Includes at least one example of how organization plans to collaborate with other organizations to strengthen and effectively achieve the proposed outcomes.</p>	<p><input type="checkbox"/> Includes at least one example of how organization will collaborate/has collaborated with other organizations to strengthen and effectively achieve the proposed outcomes.</p>	<p><input type="checkbox"/> Includes at least one example of how organization will collaborate/has collaborated with other organizations to strengthen and effectively achieve the proposed outcomes.</p>		
			<p><input type="checkbox"/> Describes in detail at least two years of history in working partner organizations to strengthen and effectively achieve the proposed outcomes.</p>	<p><input type="checkbox"/> Describes in detail at least two years of history in working with partner organizations to strengthen and effectively achieve the proposed outcomes.</p>		
				<p><input type="checkbox"/> Includes at least one strategy on how organizations will support/ have supported each other on programs or projects. This strategy is specific to collaboration and has a logical relationship to the intended outcome.</p>		

Section 3: Program Description (15 points)

Questions	Unacceptable or Did Not Respond (0 points)	Acceptable (1 point)	Good (2 points)	Excellent (3 points)	Score	Feedback Written Notes on Scores
<p>Would these be new or existing partnerships? If a new partnership would be beneficial, how would you go about forming this partnership? Include any relevant timelines, strategies, and sustainability plans you might use to establish and maintain these partnerships.</p>	<p><input type="checkbox"/> Does not describe how organization will deliver on proposed programming.</p>	<p><input type="checkbox"/> Describes how organization will deliver on proposed programming.</p>	<p><input type="checkbox"/> Describes in detail how organization will deliver on proposed programming.</p>	<p><input type="checkbox"/> Describes in detail how organization will deliver on proposed programming.</p>		
		<p><input type="checkbox"/> Includes at least one example of how organization will deliver on proposed programming.</p>	<p><input type="checkbox"/> Includes more than one example of how organization will deliver on proposed programming.</p>	<p><input type="checkbox"/> Includes more than one example of how organization will deliver on proposed programming.</p>		
			<p><input type="checkbox"/> Describes in detail new or existing partnerships.</p>	<p><input type="checkbox"/> Describes in detail new or existing partnerships.</p>		
			<p><input type="checkbox"/> Describes in detail the importance of the collaboration.</p>	<p><input type="checkbox"/> Describes in detail the importance of the collaboration.</p>		
			<p><input type="checkbox"/> Describes in detail how they will maintain the partnership beyond the life of the proposal.</p>	<p><input type="checkbox"/> Describes in detail how they will maintain the partnership beyond the life of the proposal.</p>		
				<p><input type="checkbox"/> Proposed/existing partnerships have a clearly defined goal and structured approach, including specific indicators and targets that will help show progress toward their intended outcomes.</p>		



QUESTIONS?



THANK YOU

Feel free to use the rest of the time as an opportunity to begin your application.

EquityNOFA@arlingtonva.us