

# RACE TO REBUILDING TRUST AND COMMUNITY NOFA

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*A JOURNEY IN  
GOVERNMENT-COMMUNITY  
PARTNERSHIP*

IN PARTNERSHIP WITH UNITED WAY OF THE  
NATIONAL CAPITAL AREA



# AGENDA

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**6:00 p.m.-6:30  
p.m.** Networking Opportunity

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**6:30 p.m.-7:30  
p.m.** Presentation on RACE to Rebuilding Trust and Community NOFA

- Introductions
- Background
- NOFA Structure
- Proposed Evaluation
- Funding Awards
- Accountability
- Next Steps

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**7:30 p.m.-8:00  
p.m.** Questions and Answers Session

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# Background: The 2021-2022 Community Leaders Group

## Who



- BIPOC\* community leaders and representatives of community-based service providers
- Arlington County Government representatives
- External SMEs and facilitators, including UWNCA
- Funded by E Pluribus UNUM Fellowship

## What



- A working group to center BIPOC community voices in making recommendations for changes to Arlington County's funding processes

## Why



- To reform Arlington's human and community services funding by integrating BIPOC voices and lived experiences into the decision-making process, confronting challenges with "The Arlington Way," and co-creating impactful solutions with the community to produce measurable outcomes and reduce disparities
- The resulting funding process will be more transparent, more accessible, and more racially equitable

Challenges with "The Arlington Way" identified by participants in the 2021 Dialogues on Race and Equity and the 2021-2022 Community Leaders Group:

- Priority on relationships
- Lack of transparency and access
- Predetermined outcomes
- Historically disadvantaged BIPOC community members & organizations in favor of the "usual" voices

(\*)BIPOC: Black, Indigenous, People of Color<sup>3</sup>

# Background: Recommendations

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## NOFA Structure

- Establish a competitive NOFA that is structured, transparent, and accessible
  - Offer technical support throughout the process
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## Proposal Evaluation

- Develop a holistic evaluation approach that invites the community to play a central role in defining needs and evaluating the proposals
  - Encourage collaboration and community voice when making award recommendations
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## Funding Awards

- Create mechanisms for greater transparency and flexibility when making award decisions
  - Provide individual feedback to applicants
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## Accountability

- Balance a system of structured accountability and reporting which also provides responsive and supportive oversight

# Background: Values

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## Community-Centeredness

- Informed by recommendations from trusted community leaders
- Community members have a voice in evaluating proposals
- Focused on maximizing positive community impact

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## Equity

- Creating an opportunity for those who have not historically had access to government funding
- Providing access and support for all applicants
- Focused on root causes and positive impact

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## Accountability & Transparency

- Clear and transparent processes
- Decisions are informed by community voice
- Accountability and transparency for both government and service providers

# NOFA Structure: Application

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## NOFA Application Sections include but are not limited to:

- Population Description
- Program Description
- Evaluation
- Advancing Racial Equity
- Appendix, including a guide to the questions, definitions of key terms, and sample responses

## All applicants will submit the following documents, if available:

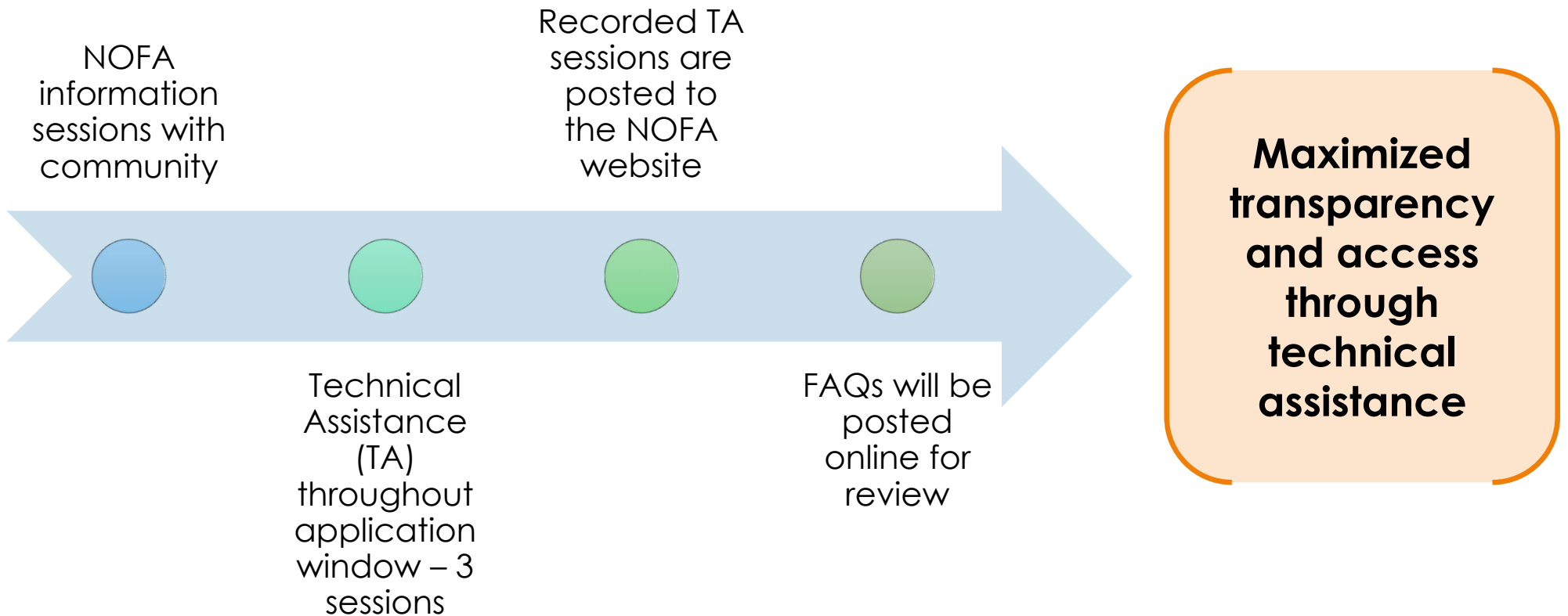
- Most recent annual report
- FY 2023 Budget
- Most recent audit
- 501(c)(3) designation letter
- IRS Federal Form 990

### Notes:

- Application form will be translated into 5 languages
- Accepting written and audio submissions
- Submissions will be collected in a streamlined, centralized format
- Technical assistance sessions will be available to support applicants in these efforts

# NOFA Structure: Technical Support

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# Proposal Evaluation

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## Characteristics of a transparent and accountable evaluation process:

- ▶ **Detailed rubric** made available to applicants when the NOFA is released
- ▶ **Diversified reviewers**, including subject matter experts and community members
- ▶ Intentional and low-barrier **reviewer recruitment process**
- ▶ **Training for reviewers** to increase their skill and confidence in thoughtful and unbiased evaluation
- ▶ Funding recommendations formed by **group consensus**
- ▶ All work is **documented** for posterity and transparency



# Proposal Evaluation

Section 1: Organization History & Staff Experience (12 points)				
Unacceptable or Did Not Respond (1 point)	Acceptable (2 points)	Good (3 points)	Excellent (4 points)	Reviewer Score
<input type="checkbox"/> Does not describe history, mission, and leadership of organization <input type="checkbox"/> Does not describe organization's approach or philosophy towards youth development	<input type="checkbox"/> Describes history, mission, or leadership of organization <b>OR</b> <input type="checkbox"/> Describes organization's approach or philosophy towards youth development	<input type="checkbox"/> Clearly describes history, mission, and leadership of organization <b>AND</b> <input type="checkbox"/> Clearly describes organization's approach or philosophy towards youth development	<input type="checkbox"/> Details history and mission of organization <input type="checkbox"/> Details directors, senior staff, and board members with broad expertise and commitment to youth <input type="checkbox"/> Details organization's approach and philosophy in implementing a youth development approach	
<input type="checkbox"/> Does not describe key staff that will manage the program, manage grant funds, and/or is responsible for reporting	<input type="checkbox"/> Describes key staff that will manage grant funds and reporting <b>OR</b> <input type="checkbox"/> Describes the program team, tenure, experience, and connection with the community	<input type="checkbox"/> Clearly describes key staff that will manage grant funds and reporting <b>AND</b> <input type="checkbox"/> Clearly describes the program team, tenure, experience, and connection with the community	<input type="checkbox"/> Details key staff that will manage grant funds and reporting <b>AND</b> provides quantitative and qualitative evidence of success in managing and complying with grant requirements <input type="checkbox"/> Details the program team, tenure, experience, and connection with the community, and how the program personnel are best suited to implement youth development programs and serve the target population <input type="checkbox"/> Details experience and understanding of the needs of the youth and community/neighborhood	
<input type="checkbox"/> Does not describe the strategies, resources, training opportunities, or other supports the organization has in place to support and retain youth workers or volunteers	<input type="checkbox"/> Describes some strategies, resources, training opportunities, or other supports the organization has in place to support and retain youth workers	<input type="checkbox"/> Clearly describes several strategies, resources, training opportunities, or other supports the organization has in place to support and retain youth workers <input type="checkbox"/> Describes training opportunities that staff and volunteers have received or organization is planning to provide	<input type="checkbox"/> Details strategies, resources, training opportunities, and supports the organization has in place to support and retain youth workers and volunteers <input type="checkbox"/> Describes training opportunities that staff and volunteers have received or organization is planning to provide <input type="checkbox"/> Describes training opportunities that support youth workers and volunteers in implementing a youth development approach	
<b>Section 1 Total</b>				<b>0</b>
Reviewer Comment				
Section 2: Need, Description, and Justification of Program(s) (16 points)				

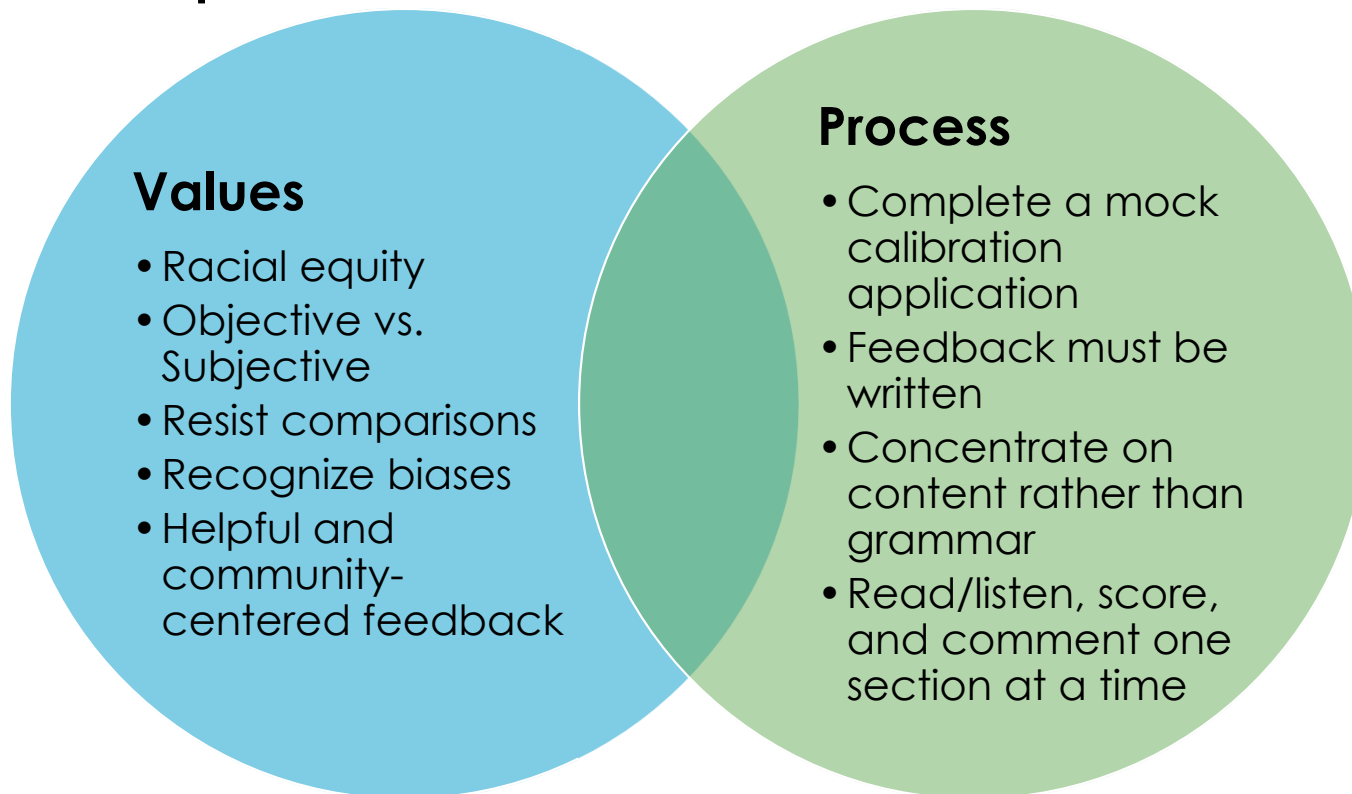
## An informative rubric:

- Is available as soon as the NOFA is released
- Uses a Likert Scale
- Provides a checklist for applicants and reviewers
- Ensures all criteria are addressed in the proposal
- Demonstrates the level of narrative detail needed in the proposal for a higher or lower score
- Some sections will be more heavily weighted

# Proposal Evaluation

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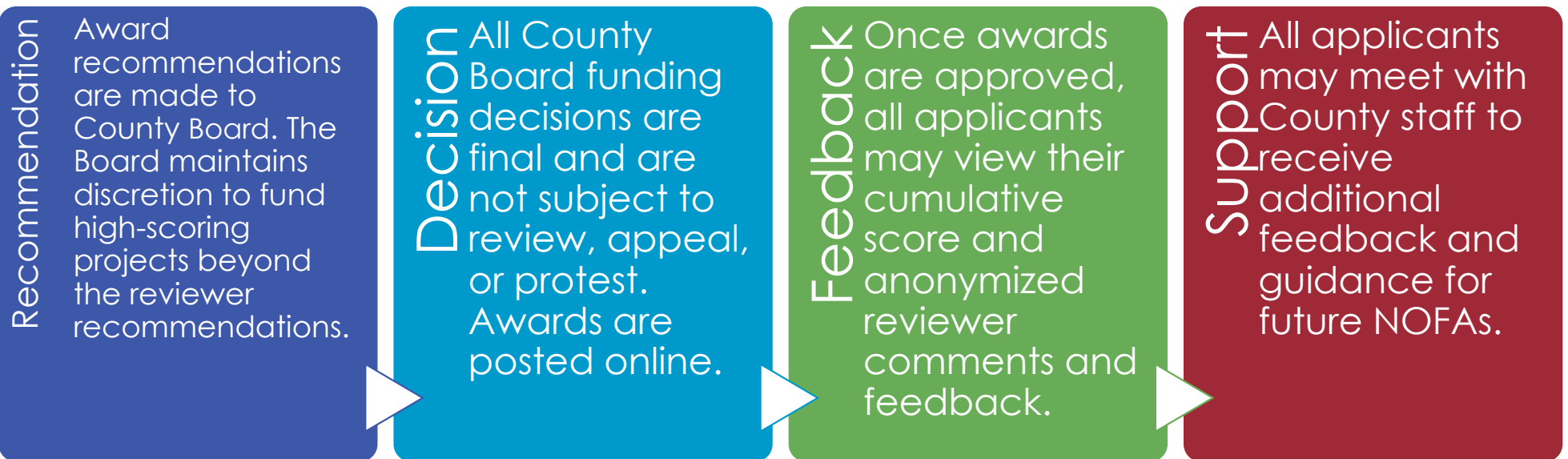
All reviewers will receive the same training focused on process- and value-oriented topics.



# Funding Awards

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## The post-evaluation process includes:



# Accountability

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## Reporting

- Written progress reports including relevant data and narrative
- May include site visits

## Support

- Providing technical assistance
- Follow-up if grantees are facing challenges

## Process Review

- Community engagement to understand their perception of process
- Reviewing efficacy at truly meeting needs of community
- Making adjustments to improve in subsequent years

# Next Steps: Community Engagement

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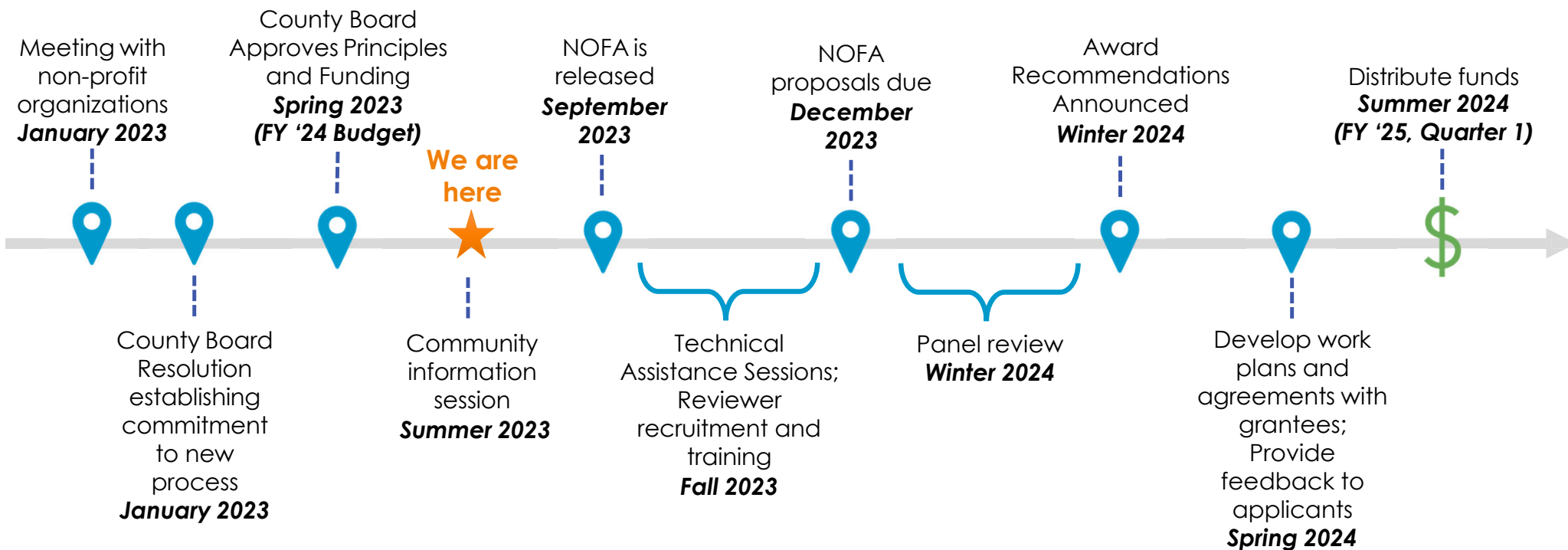
## Summer and Fall 2023 Engagement Plan



Other dissemination avenues:

- January community meeting attendees
- DHS clients

# Next Steps: Overall Timeline





# Questions