Strengthening Capacity for Equitable Data & Evaluation: Cohort 3

RFP Workshop
December 12, 2024

DATA FOR EQUITY
FUNDING COLLABORATIVE

Agenda

- Welcome
- About the Data for Equity Funding Collaborative
- Request for Proposal
  - Goal and Overview
  - Application Process and Timeline
  - Self Reflection Tool
  - Proposal Evaluation Criteria
  - Application Questions
- Q&A

Data for Equity Team

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Introductions

Use the chat to introduce yourself:

◦ Name

◦ Organization

◦ Your favorite winter comfort food

Data for Equity Funders Collaborative

Data for Equity Cohorts 1 & 2

Our Question

What does it take to strengthen organizational and collective capacity for equitable data and evaluation to help ensure that all communities and people have a full, fair, and just opportunity for good health?

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Our Why

We believe that every person—no matter who they are, where they live, or how much money they make—should have a full, fair, and just opportunity for good health. This means that community conditions and environments should promote good health, and no group is exposed to barriers that undermine their health and well-being.

Factors that impact health and well-being

The **Vital Conditions for Health & Well-Being** are the building blocks all people and communities need to thrive and reach their full potential – now and in generations to come.

Organized into seven categories, they are the conditions in which people are born, grow, work, live and age, and the wider set of forces and systems that shape our daily lives and opportunities for good health.

Our Reality

In our region, local living conditions create up to 26 years difference in average life expectancy.

"

Affordable housing is a must if we want our community to thrive. Many people are living paycheck to paycheck because expenses are increasing, but the wages are not and that's not fair to residents. Livable wages will also help the fact that there's so many people that cannot afford good, healthy foods to eat. I think if we tackle these things, we can help the overall community thrive and be a place people love to call home.
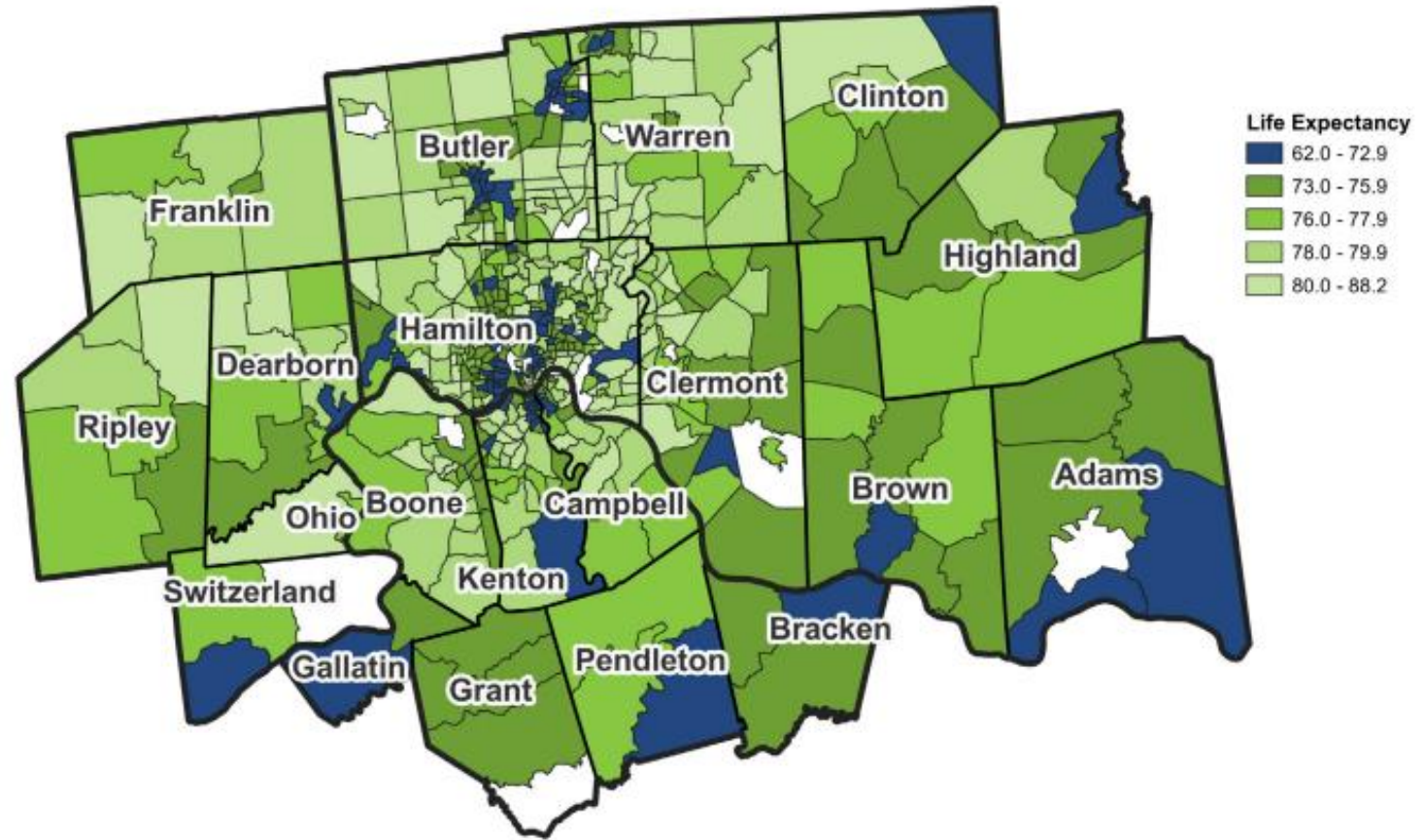
- J, community member

"

Figure 18. CDC (2010-2015) Life Expectancy at Birth

Life Expectancy
- 62.0 - 72.9
- 73.0 - 75.9
- 76.0 - 77.9
- 78.0 - 79.9
- 80.0 - 88.2

The Process: Equitable Data & Evaluation

Improving health and closing gaps in outcomes requires examining the purpose and practice of data and evaluation efforts.
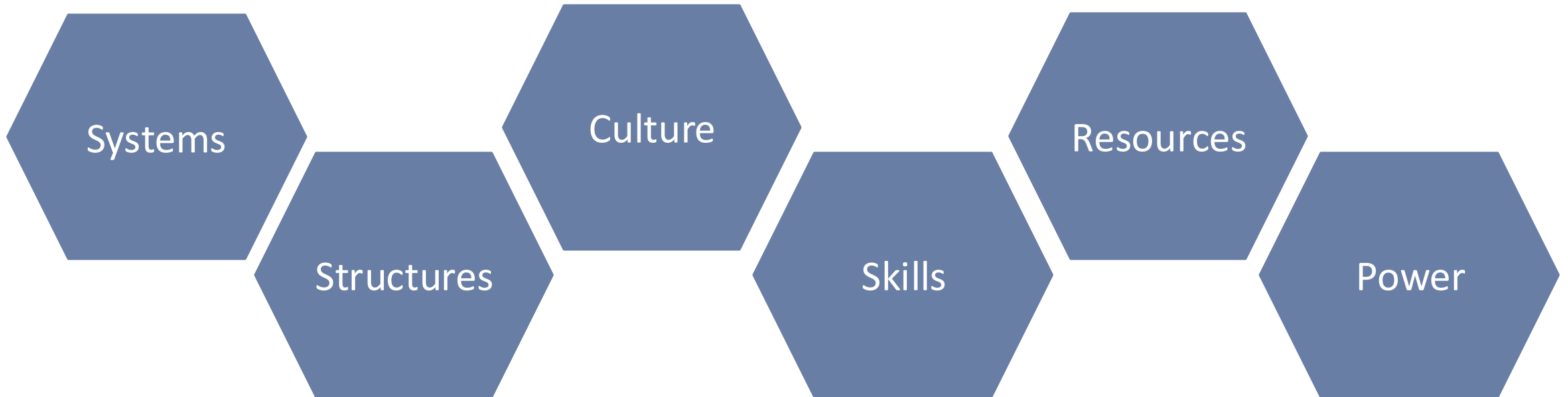
Decisions about how data is collected and interpreted—and whose voices are or are not included—are often inadvertently influenced by our values, biases, and worldviews.

What is Capacity Building?

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"The process of building and strengthening the...
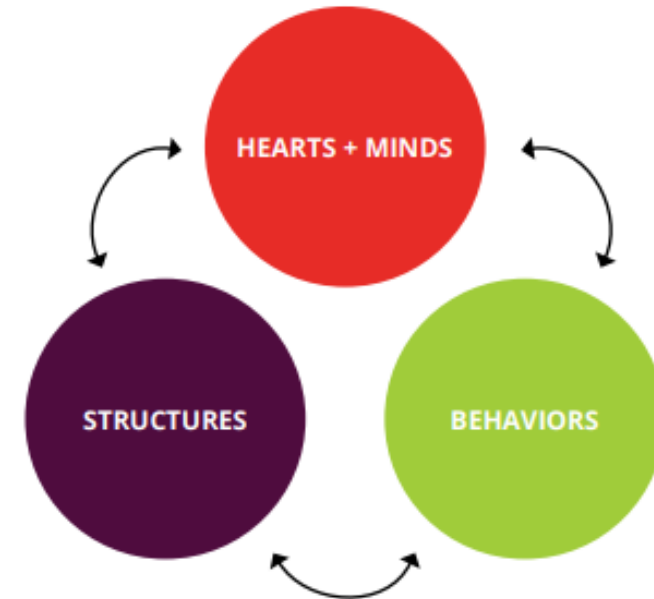
Systems

Structures

Culture

Skills

Resources

Power

...that organizations need to serve their communities."

Elements of Equitable Data and Evaluation Practice

- Changing mindsets and culture

- Changing structures and practices

- Strengthening capacity

Figure 8: The Equitable Evaluation Framework™ Theory of Change

HEARTS + MINDS

STRUCTURES

BEHAVIORS

Wheel of
Change for
Transformation,
Robert Gass

What is Equitable Evaluation?

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1

Evaluation and evaluative work should be in service of equity.

→ *Production, consumption, and management of evaluation and evaluative work should hold at its core a responsibility to advance progress towards equity.*

2

Evaluative work can and should answer critical questions about the:

→ *Ways in which historical and structural decisions have contributed to the condition to be addressed*

→ *Effect of a strategy on different populations*

→ *Effect of a strategy on the underlying systemic drivers of inequity*

→ *Ways in which cultural context is tangled up in both the structural conditions and the change initiative itself.*

3

Evaluative work should be designed and implemented commensurate with the values underlying equity work:

→ *Multi-culturally valid*

→ *Oriented toward participant ownership.*

Source: *Equitable Evaluation Initiative*

What is Equitable Evaluation?

- There are many decision points in any data/evaluation project. The goal is to embed equity at each step along the way.

Who is defining the goals and what success looks like?

Who is developing the questions and project design?

Are the methods we are using the most culturally appropriate?

Are we being transparent about how the data are analyzed?

Who gets to make sense of the data?

How – and to whom – do we communicate the results?

Our Theory of Change

Data for Equity: Key Components and Theory of Change

What does it take to strengthen organizational and collective capacity for equitable data and evaluation to help ensure that all communities and people have a full, fair, and just opportunity for good health?

Data for Equity RFP

Goal: To provide funding and learning opportunities to nonprofit and governmental organizations to strengthen their organizational capacity around equitable data and evaluation – ultimately, helping to ensure that everyone has a full, fair and just opportunity for good health.

Grants to learn and test new approaches to equitable data and evaluation practice.

Participate in a **learning cohort** to learn alongside and build connection to other organizations.

Engage in grantee-directed **technical assistance and training**, as applicable.

Learning Cohort

◦ Quarterly Learning Cohort meetings
  ◦ First meeting scheduled for **March 20, 2025**

◦ Build relationships, share learning, problem solve with peers, engage in training

◦ Co-creation of content and structures

◦ Open to all team members (and board)

◦ Optional technical assistance, training, and support

Prior Cohort Training Topics

◦ We All Count *Foundations of Data Equity*

◦ Community Engagement & Culturally Responsive Evaluation

◦ Building a Culture of Evaluation

◦ Ethical Storytelling

◦ Outcomes v. Outputs

◦ Data and Evaluation Infrastructure

Case Studies

Changing the Intake Process

- Brought in staff and families to improve data completeness and accuracy (80%) from prior system

- Say that data is more meaningful and helps do the work better

Training Community Researchers

- Paid and trained members of community advisory committee as researchers

- New insights for strategic plan, ongoing resource for community feedback, and new skills for community members

Process Over Project

- Revisiting the tools and instruments used to gather data

- Engaging and educating board on data equity

Key Grantee Mindset & Action Shifts

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"Data For Equity gives you permission to say 'it's okay to reconsider a lot of your practices.' It helps to have a group of people alongside us saying we are all changing our strategies."
— Data For Equity 2023 Grantee

Helped grantees see the potential harm of data collection practices while offering the support and confidence to change how they collected data.

Saw change in data practices including inviting communities they supported as active participants in research process and reexamining the intentions behind the questions asked when gathering data.

Broadened definitions of data to include stories and other forms of qualitative data.
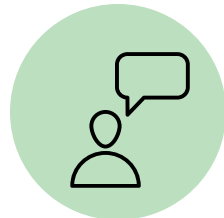
Offerings and resources from Data for Equity gave space and time to move from data collection that was more arbitrary to collection that intentionally centered equity.

Technical Assistance and Training

◦ Individual Coaching available to grantees throughout the grant period

◦ Additional evaluation and data training opportunities offered throughout
  ◦ Designed aligned with cohort interests.

"How do we solidify these innovative changes [into our organizations]? And how do we share this with the rest of the organization?"
-Data for Equity Grantee

Cohort Evaluation

◦ Goal: To capture the experience of process and learnings, shape technical assistance offerings, and inform the design of the cohort meetings, while minimize burden on grantees.

◦ Approach over past cohorts:
- Quarterly touch points over the grant period (in addition to cohort meetings)
- Self-evaluation pre and post cohort
- Feedback surveys post cohort meetings
- Midpoint check ins (calls)
- End of grant:
  - Exit interview for final self-reflections on project and experience
  - Focus groups

"Equitable data and evaluation work is a muscle we build through practice and continue to engage in - there is no end."
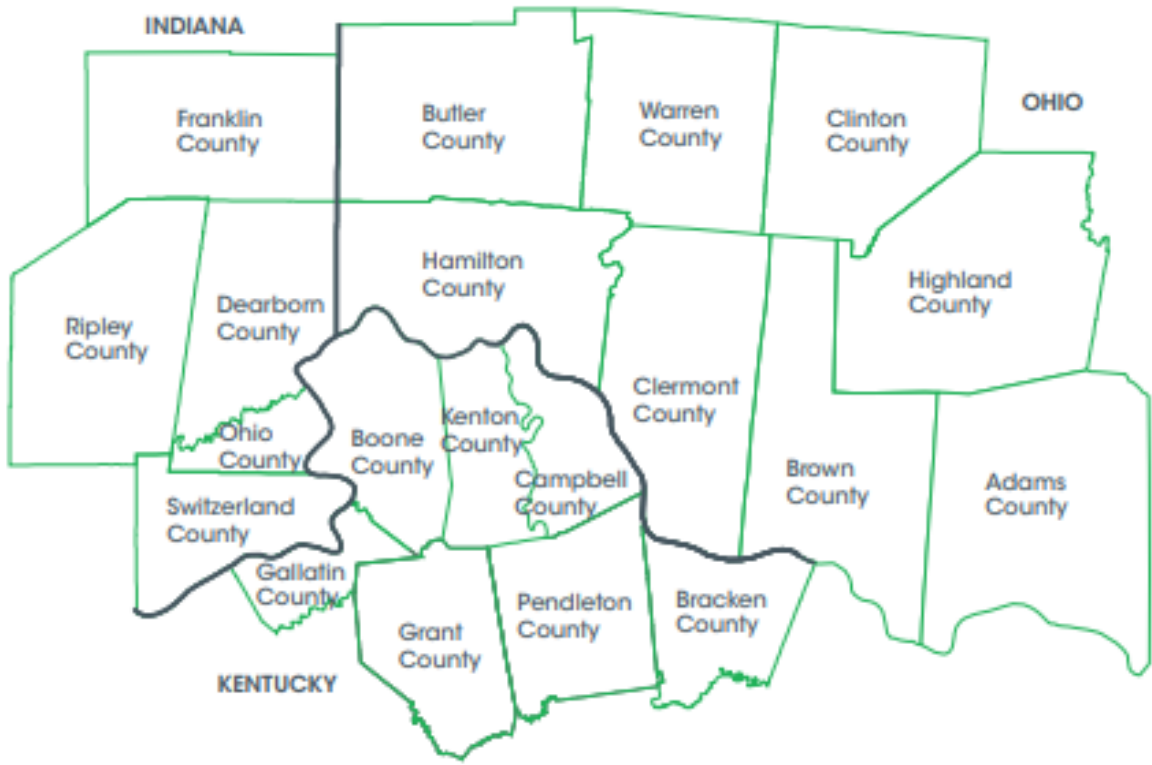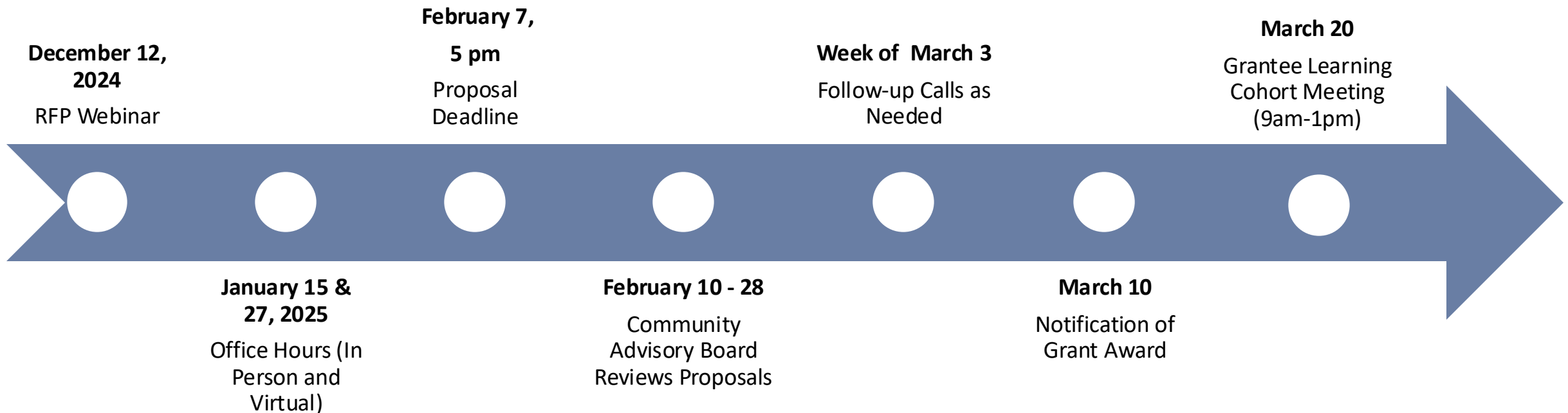-Data for Equity Grantee

Application Process and Timeline

Grant Eligibility

◦ Public or private nonprofit or governmental organization

  ◦ Fiscal sponsorship

◦ Provide services in at least one of 20-county region

Self-Reflection Tool

	Have not considered yet	Has been identified as an opportunity	We have a plan to address	We have started making progress	Is a strength of our organization
Equity is a central and explicit value of our organization	☐	☐	☐	☐	☐
Our organization has diversity, equity and inclusion (DEI) goals included in its strategic plan	☐	☐	☐	☐	☐
Our organization has identified metrics for measuring how it is working toward its DEI goals	☐	☐	☐	☐	☐
We have participated in cultural competency or equity training	☐	☐	☐	☐	☐
We examine the potential impact of cultural stereotypes and personal biases in our evaluation efforts	☐	☐	☐	☐	☐

To support organizations in assessing their journey to use data and evaluation in pursuit of equitable programs and outcomes.

◦ What are our key strengths?

◦ What are our areas of opportunity?

◦ What steps can we take to move further along in our journey?

***Not required** for the application*

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Proposal Selection Criteria

An organizational commitment to learning and desire to shift organizational culture, mindsets and practices to advance equitable data and evaluation practices

The proposed project is working to advance or strengthen equitable data evaluation principles and practices and will enable the organization to engage in continuous improvement

That equity is core to the organization's mission and is central to the thinking and processes of the organizations, including and beyond evaluation

How the organization is helping build a healthier community for all

The organization can achieve the goals outlined in the proposal with the budget, timeline and staff capacity indicated

Diverse Organizational Leadership (additional)

Diverse Organizational Leadership

As funders, we are on a journey to use data to build equity in our grantmaking approaches & practices.

Organizations led by Black, Indigenous and People of Color (BIPOC) have been underfunded, leading to disparities in resources and capacity.

Information Collected from Applicants
Race and ethnicity demographics of Board members, C-suite, and staff (template provided)

How We Will Use This Information
To better understand the diversity of who we work with, to inform our grantmaking, and to equitably and efficiently direct resources in pursuit of our mission

How Affects Proposal Review:

Additional points awarded to those applicants with a higher percentage of BIPOC-led leadership relative to other applicants in the following categories:
- Board members
- CEO/executive director
- Other c-suite/executive leadership

Application Information

◦ Downloadable on the website

◦ Character limits
  ◦ Not meant to be a goal
  ◦ Adjustable if necessary, contact Kristine Schultz (kschultz@interactforhealth.org)

◦ Application reviewed holistically

Application Questions (1/3)

Building Data & Evaluation Capacity: Approach and Practices

◦ How would this expand/support the role of equitable data and evaluation in your organization? What skills or capacities do you hope to gain? How does it help advance your organization's strategic goals?

Proposed Project

◦ Description of proposed work, and, if engaging specific populations, what are current plans for engagement?

Defining Success

◦ How shifting thinking, practices, policies, operations or culture? What does this look like one year out? How will these shifts contribute to advancing health equity?

Application Questions (2/3)

Support Beyond the Grant

◦ Beyond grant funds, what other supports would you be looking for from this program to build org equitable data and eval capacity? (training, types of coaching, best practices, technical assistance, etc.)

Learning Cohort

◦ What hope to gain from the learning cohort, specific topics of interest, ways interested in contributing

Population of Focus

◦ What are the populations of focus for your organization (if any)?

Organizational Equity Journey

◦ How does your organization currently incorporate equity, diversity and inclusion in thinking and practice

Additional Information (optional)

Application Questions (3/3)

Anticipated Expenses (Budget)

◦ Amounts and narrative

Race and Ethnicity - Organizational Demographics

◦ Organizational Race/Ethnicity demographics (by number) of Board members, CEO/Executive Director, Other C-Suite, and Other Staff. Template provided.

Additional organizational demographics (optional)

Contact Information

Fiscal Sponsorship Information (if applicable)

Applicant Feedback

◦ Hours spent, application improvement suggestions.

How to Apply

www.cincinnatidataforequity.com

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**Strengthening Capacity for
Equitable Data & Evaluation**
Request for Proposals

December 2024

REGISTER FOR WEBINAR

APPLY

INTERACT
FOR HEALTH

Contact Kristine Schultz with any questions about the process at: kschultz@interactforhealth.org

Logon

Email Address*

Password*

Log On   Create New Account

Forgot your Password?

Welcome to Interact for Health's Online Grants Portal

If you have an open grant or have received a grant from Interact for Health in the past two years, your email address may already be registered. Please click the "Forgot your Password?" link and enter your email. If you are already registered, you will receive an email to reset your password. If no account is found, please follow the

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Q & A

Drop your questions in the chat

Connect with Us

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