

**All** applications must be received by  
the Office for Equity and Inclusion  
by no later than 4:00 PM Friday, March 1, 2019

DANE COUNTY  
TAMARA D.  
GRIGSBY OFFICE  
FOR EQUITY AND  
INCLUSION

Tamara D. Grigsby Office for

EQUITY  
and



INCLUSION

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This document provides basic information about the Dane County Partners in Equity Program application process.

For more information, please contact:

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Telephone: 608-283-1471

Mailing Address:

210 Martin Luther King Blvd., Room 356

Madison, WI 53703

Application Deadline:

Application must be received by OEI by 4:00 PM Friday, March 1, 2019.

## **RESPONSES TO QUESTIONS**

All questions must be type written in 12 Pt. font (Times New Roman, Arial or Calibri). Spacing must be no less than 1.15 with one (1) margins all around. Responses to any one question **may not** exceed one page.

## Authority

The Partners in Equity Grant (PIE Grant) was approved by the County Board of Supervisors and County Executive and piloted in 2015 to address systemic racial inequalities in health, education, employment or criminal justice. During the pilot period the grant was administered by the Department of Human Services and the Office for Equity and Inclusion.

- **P & F –O-28 Partners in Equity Grant**

Grants are awarded to Dane County based community group(s) that will use the funding to address systemic racial inequities in the following areas:

- Health
- Education
- Employment
- Criminal Justice (areas to be addressed may be associated with the recommendation of the criminal justice workgroup.)

Criteria for applying for the grant are established by the Office for Equity and Inclusion Advisory Board.

### Applications Review Committee

The six (6) person review committee must include:

- At least one (1) County Board member from HHN, PP&J and the P&F committees which are appointed by the County Board Chair annually.
- Three (3) persons who are members of the OEI Advisory Board appointed by the OEI Advisory Board Chair.

## Partner in Equity Grant Program Overview

The Partners in Equity Grant Program of the Dane County Office of Equity and Inclusion supports Dane County-based community groups that propose to use funding to address systemic racial inequities in the criminal justice system, with a preference for proposals that address issues identified by the Criminal Justice Workgroup Recommendations in the September 2015 white paper titled “Investigating Solutions to Racial Disparities and Mental Health Challenges in the Dane County Jail and throughout Dane County’s Criminal Justice System”. A copy of the whitepaper may be obtained at the following website:

[https://board.countyofdane.com/documents/pdf/556\\_whitepaper.pdf](https://board.countyofdane.com/documents/pdf/556_whitepaper.pdf).

## Definitions of Terms

**Equity** is just and fair inclusion into a society in which all, including all racial and ethnic groups, can participate, prosper, and reach their full potential. Equity gives all people a just and fair shot in life despite historic patterns of racial and economic exclusion ([www.policylink.org](http://www.policylink.org)).

The persistence of deep racial and social inequities and divisions across society is evidence of bias at the individual, institutional and structural levels. These types of bias often work to the benefit of White people and to the detriment of people of color, usually unintentionally or inadvertently.

**Racial Equity** is access or provision of equal opportunities for people from all racial and ethnic backgrounds. Racial equity refers to social equality for people of different races. Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them. (<http://www.racialequityresourceguide.org/about/glossary> and <https://www.cssp.org/about/race-equity/GLOSSARY-OF-TERMS.pdf>).

**Racial Equity Impact** is how different racial and ethnic groups are or will likely be affected by a proposed action or decision. (<https://www.raceforward.org/practice/tools/racial-equity-impact-assessment-toolkit>).

## Eligibility Criteria

To be eligible to request funding under this grant program, the applicant must be a Dane County-based community groups or non-profits with a Federal Tax ID number. The organization must be working to address systemic racial inequities in the areas of health, education, employment or criminal justice.

Applicants that may have received a previous award must show evidence of project completion and satisfactory progress. Applicants past performance may impact eligibility.

Individual organizations may apply for up to \$15,000. Partnerships or collaborations of two or more eligible organizations may apply for up to \$57,500 (the full amount).

## Other Considerations

Dane County Tamara D. Grigsby Office for Equity and Inclusion reserves the right to amend, modify, or withdraw this application package and any of the grant program instructions, procedures, rules contained herein and may exercise such rights at any time and with notice and without liability to any applicant or other parties for their expenses in the preparation of an application or otherwise.

## PIE Grant Contract Period

The PIE Grant performance period will be from March 2019 to December, 2019.

## Disbursal of Funds

Funds will not be disbursed prior to a signed and executed contract.

## Application Timeline

Press Release/ Outreach	Mid-January 2019
Application Release and Publication/ Post Application to OEI Website	Last week of January, 2019
Application Deadline	March 1, 2019
Application Review and Decision (s)	March 4 - 15 2019
Award Letter	March 18-22, 2019
Award Announcement	March 25 -31, 2019
PIE Grant Contracts	April 1-5, 2019

## Mailing / E-mail Instructions

You may complete the PIE Grant application and mail to:

Theola Carter, Manager of Policy and Program Improvement  
The Tamara D. Grigsby Office for Equity and Inclusion  
210 Martin Luther King Blvd., Room 356  
Madison, Wisconsin 53703

OR

E-Mail the application to: [oeigrantsubmission@countyofdane.com](mailto:oeigrantsubmission@countyofdane.com)

Please Note: A scanned copy of the application will not be accepted.

**All applications must be received by the Tamara D. Grigsby Office for Equity and Inclusion no later than 4:00 PM Friday, March 1, 2019.**

## **Grant Application Scoring Criteria**

The scoring criteria for grant applications are included below with elements of high, mid-range and low scores in four areas: Racial Equity Impact, Consistency with Criminal Justice Workgroup Recommendation, Scope/Quality/Creativity and Project Readiness and Partnership and Collaboration. The nature of projects varies greatly; this is intended to be a guide in preparing your application. Please note that applications which receive fewer than fifty (50) points will not be eligible for funding.

### **Racial Equity Impact 0-35 PTS**

#### **High Score**

- The application is clear and specific on the systemic racial equity issue(s) to be addressed and provides documentation of the problem(s).
- The proposal demonstrates a commitment to seek creative and workable solutions.
- The outcome will have widespread benefit for communities of color, and could spur other efforts/initiatives.

#### **Mid-Range Score**

- The application states the systemic racial equity issue(s) to be addressed, but there is limited documentation as to the extent of the problem.
- The possible outcome will have benefit in localized portions of the community.

#### **Low Score**

- The application is not clear on the issue(s).
- There will be very limited benefit to communities of color.

### **Consistency with Criminal Justice Workgroup Recommendations 0-30 PTS**

#### **High Score**

- The project implements, or is a step in implementing, one or more recommendations of the Dane County Criminal Justice Workgroup.
- The project is clearly consistent with County policies and recommendations related to reducing racial disparities in the criminal justice system.



### **Mid-Range Score**

- The project is consistent with recommendations of the Dane County Criminal Justice Workgroup, but may not specifically be listed as a recommendation.
- The project area is not covered by recommendations of the Dane County Criminal Justice Workgroup, but is consistent with other county plans, or policies related to reducing racial disparities in the criminal justice system.
- The project is generally consistent with County policies and recommendations related to reducing racial disparities in the criminal justice system.

### **Low Score**

- The project is not part of the Dane County Criminal Justice Workgroup recommendations and is not consistent with other County plans and policies.

## **Scope/Quality/Creativity/Project Readiness 0-20 PT**

### **High Score**

- The project has a well-defined scope, timeline, goals, detailed steps and measurable outcomes (e.g. what is being done, by whom, how steps relate to the final product, and when steps will be done).
- The leaders are identified and have made a commitment.
- A tentative meeting schedule (e.g. dates, times, places) is set.
- The project is highly creative and offers an innovative new approach to a complex problem.
- The budget is well thought out and realistic.
- The project/activity involves a one-time expenditure.

### **Mid-Range Score**

- The project has a well-defined scope, but the products of the process may not be specifically known at this point. Each step of the process is described.
- A general meeting schedule is known (e.g. monthly, bimonthly, etc.).
- The proposal demonstrates a willingness to seek creative and workable solutions.
- Organizations from outside of the neighborhood provide a substantial portion of the contributions.

### **Low Score**

- The scope of the project and the final products are not clear. There is no clearly defined process.
- There is no proposed schedule for completion.
- The project does not show a willingness to seek creative solutions.

## **Partnership and Collaboration 0-15 PTS**

### **High Score**

- There is a clearly articulated partnership plan that allows multiple agencies to bring their strengths to the collaboration towards the common goal of eliminating systemic racial inequities in the criminal justice system.
- Participants will actively include people of varying ages, ethnicities, races, and incomes.
- The project will strengthen and/or build new partnerships with public/private entities or other community groups.
- There is a well thought out plan for outreach and involvement of the people most impacted by the project/program in all project phases.
- There are letters of support, memorandums of understanding between partner organizations, or other evidence of broad community support.

### **Mid-Range Score**

- There is a general plan for collaboration for the duration of the project.
- The project attempts to address systemic racial inequities in the criminal justice system, but there is no clear, ongoing commitment to implementation.
- There is evidence of support from some within the community.
- There are plans for an inclusionary process, but the specifics may not be known at this time.

### **Low Score**

- There is no clear plan for collaboration or partnership.
- There is little demonstration of commitment or evidence of community support.



Is your organization a Dane County based community group or non-profit 501 c (3) with a Federal Tax ID Number (FEIN)? Please provide your FEIN:

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If your organization does not have, provide the name of your fiscal sponsor and their FEIN:

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Do you have other funders for the program? If so, please list them below with the amounts provided by each funder.

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How will receiving the PIE Grant impact your initiative? If you are not awarded the PIE grant, will you be able to implement the project?

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Is your request time sensitive? If yes, please explain.

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**1. WHAT**

a. What does your proposal seek to accomplish?

b. Identify specific goals related to racial inequities and the [Criminal Justice Workgroup recommendations](#). *Response must not exceed one (1) page.*

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c. What does available data tell you about this issue? Please provide the source(s) of your information.

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**2. WHO**

- a. Provide the number of individuals you will server and identify who are the individual(s) that may be impacted by the issues related to this proposal?

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How will the individual(s) identified above benefit and be involved in the implementation of this project? Please include any other partnerships or collaborations that will be a part of this project proposal and their roles in implementing or services provided to the project.

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**3. HOW: RECOMMENDATIONS SECTION**

Describe the recommended strategies to address adverse impacts, prevent negative unintended consequences and advance racial equity (program, policy, partnership and/or budget/fiscal strategies):

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**4. What are the anticipated outcomes as a result of the implementation of the program?**

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Signature of Person Completing Application

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Date



## List of Some Available Resources

Please Note: This page is a list of resources that applicants may use. This list is not exhaustive.

### CITY OF MADISON

Neighborhood Indicators (UW Applied Population Lab and City of Madison):

<http://madison.apl.wisc.edu>

Open Data Portal (City of Madison): <https://data.cityofmadison.com>

Madison Measures (City of Madison):

[www.cityofmadison.com/finance/documents/madisonmeasures-2013.pdf](http://www.cityofmadison.com/finance/documents/madisonmeasures-2013.pdf)

Census reporter (US Census Bureau):

<http://censusreporter.org/profiles/06000US5502548000-madison-city-dane-county-wi>

### DANE COUNTY

Geography of Opportunity: A Fair Housing Equity Assessment for Wisconsin's Capital Region (Capital Area Regional Planning Commission): [www.capitalarearpc.org](http://www.capitalarearpc.org)

Race to Equity report (Wisconsin Council on Children and Families): <http://racetoequity.net>

Healthy Dane (Public Health Madison & Dane County and area healthcare organizations):

[www.healthydane.org](http://www.healthydane.org)

Office of Workforce and Economic Development:

<https://www.dane-econdev.org/demographics-and-statistics>

Dane Demographics Brief (UW Applied Population Lab and UW-Extension):

[www.apl.wisc.edu/publications/Dane\\_County\\_Demographics\\_Brief\\_2014.pdf](http://www.apl.wisc.edu/publications/Dane_County_Demographics_Brief_2014.pdf)

### STATE OF WISCONSIN

Wisconsin Quickfacts (US Census): <https://www.census.gov/quickfacts/WI>

Demographics Services Center (WI Dept. of Administration):

<https://edirc.repec.org/data/dswigus.html>

Applied Population Laboratory (UW Madison): <https://apl.wisc.edu/resources>

### FEDERAL

American FactFinder (US Census): <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>

2010 Census Gateway (US Census): [www.census.gov/2010census](http://www.census.gov/2010census)