Advisory Board Funding Approach

The Sperry S. and Ella Graber Packard Fund for Pueblo Advisory Board prioritizes funding for organizations and programs that are guided by community voice, culturally responsive, focus on equity, and demonstrate significant impact. The information below describes the Advisory Board's shared definitions of key terms and recommended strategies for success.

Guided by Community Voice

Our Definition: Knowledge of the values, opinions, beliefs, perspectives, and backgrounds of the people in the community served, as well as the degree to which those values, opinions, beliefs, and perspectives are considered, included, listened to, and acted upon when important decisions are being made.

Recommended Strategies:
- ☐ Employ simple yet flexible data collection approaches.
- ☐ Capture a large number of representative client/participant voices and gather credible, candid feedback.
- ☐ Identify areas for celebration and areas for improvement, while shedding light on differential experiences across specific client/participant groups.
- ☐ Engage organizational decision-makers (and external stakeholders) to learn from client/participant feedback and implement changes based on what is learned.
- ☐ Close the loop by sharing back with clients/participants what was learned from listening to them and the specific ways that an organization is responding to feedback.

Culturally Responsive

Our Definition: A set of consistent behaviors, attitudes, and policies that come together in a system, organization, or amongst professionals that enable that system, organization, or those professionals to work effectively in cross-cultural situations. A culturally competent approach acknowledges and incorporates—at all levels—the importance of culture, the assessment of cross-cultural relations, vigilance towards the dynamics that result from cultural differences, the expansion of cultural knowledge, and the adaptation of services to meet culturally unique needs. Being culturally responsive begins with us, as individuals, making a personal commitment to continuously examine ourselves in relationship to others and to strengthen our own understanding and practices of diversity, equity, and inclusiveness.

Recommended Strategies:
- ☐ Define the location, size, characteristics, resources, and needs of culturally diverse populations within the organization's service area.
- ☐ Ensure that staff and Board leadership represent the population the organization serves.
- ☐ Identify groups that are underserved and work to eliminate cultural barriers that interfere with service delivery.
- ☐ Use inclusive language in communication with and about clients/participants.
- ☐ Ensure external materials are translated to meet the needs of the target population.
- ☐ Invite discussions with members of different cultural groups to gather opinions and viewpoints that are truly representative.
- ☐ Organize planning, staff training, and community participation in order to deliver culturally competent services.
- ☐ Monitor assessment procedures and instruments to ensure cultural appropriateness and validity.
- ☐ Select interventions or programs that are evidence-based or evidence-informed and that match the needs of the targeted community.

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Equity Focus

Our Definition: Equity is defined as "the state, quality, or ideal of being just, impartial and fair." The concept of equity is synonymous with fairness and justice. To be achieved and sustained, equity needs to be understood as a structural and systemic concept. Systematic equity is a complex combination of interrelated elements consciously designed to create, support, and sustain social justice. It is a robust system and dynamic process that reinforces and replicates equitable ideas, power, resources, strategies, conditions, habits, and outcomes.

Recommended Strategies:
- ☐ Work to understand the societal context in which the organization operates and determine how best to prioritize resources and strategies in partnership with communities most affected by injustice.
- ☐ Ensure staff and board members have experience talking about equity.
- ☐ Ensure staff and board leadership understands how policy and systems impact the organization's work and the communities the organization serves.

Substantial Impact

Our Definition:
- ▪ *Impact*- Significant or lasting change in people's lives, brought about by a given action or series of actions.
- ▪ *Substantial*- Demonstration of achievement in <u>scale</u> (services/efforts reach a defined threshold of the population or critical mass) or <u>scope</u> (comprehensive services that meet multiple critical needs of a client/participant).

Recommended Strategies:
- ☐ Build a system and structure for measurement that supports the achievement of the organization's mission, especially the goals that an organization can reasonably control or influence. Example: Logic Model

Inputs	Activities	Outputs	Outcomes-Short Term*	Outcomes-Intermediate*	Outcomes-Long Term*
What we invest.	What we do.	What we produce/who we serve.	Change in attitudes/beliefs or increase in knowledge.	Change in behavior.	Change in conditions.
*Organizations that provide single-focus, basic or emergency services might determine that tracking outcomes, at any level, is not practical; and organizations that work at the systems-level might focus exclusively on outputs and long-term outcomes.					

- ☐ Provide at least three years of data to demonstrate progress. If previous year data is not available, describe how the organization determined its goals and what plan is in place to capture future data.
- ☐ If applicable, describe how the organization ensures fidelity to evidence-based or evidence-informed models.
- ☐ Provide both quantitative and qualitative evidence of organization's impact.

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