Advisory Board Funding Principles

Caring for Pueblo County's community advisory board prioritizes funding for organizations and programs that are guided by community voice, are culturally responsive, focus on equity, and demonstrate significant impact. The information below describes the advisory board's shared definitions of key terms, guidance, and recommended strategies for success.

Guided by Community Voice

Our Definition: Knowledge of the values, opinions, beliefs, 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:

- Implement simple yet flexible data collection approaches.
- Capture a sample of client/participant voices and gather credible, candid feedback.
- Identify areas of achievement and growth, while highlighting diverse experiences across specific client/participant groups.
- Communicate responsive changes based on what decision-makers and stakeholders learn from client/participant feedback to close the loop.

Culturally Responsive

Our Definition: A set of consistent behaviors, attitudes, and policies that support a culturally competent approach that acknowledges and incorporates—at all levels—(1) the importance of culture, (2) assessment of cross-cultural relations, (3) vigilance towards the dynamics that result from cultural differences, (4) expansion of cultural knowledge, (5) and adaptation of services to meet culturally unique needs. Cultural responsiveness 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 practices, staff training, recruitment, and community participation 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.

Equity Focus

Our Definition: Equity is "the state, quality, or ideal of being just, impartial, and fair." The concept of equity is synonymous with fairness and justice. It is a system and process that encourages equitable ideas, power sharing, resources, strategies, conditions, habits, and other outcomes.

The Community Advisory Board prioritizes applications that focus on populations experiencing the greatest inequities in health, well-being, and opportunity. These priority populations are aligned with Caring for Colorado's priority populations. We seek to eliminate disparities by building a more equitable future for Pueblo County's children, youth, and their families by prioritizing organizations and programs that serve these priority populations.

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.
- Demonstrate that staff and board leadership can identify how policy and systems impact the organization's work on equitable services.

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 scale (services/efforts reach a defined threshold of the population or critical mass) or scope (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.
- 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 the organization's impact.