

**Talbot Family Network  
Community of Practice for Youth  
Mini Grant Program FY22**

**BACKGROUND**

Talbot Family Network (TFN) has been successfully hosting *Conversations on Race* since 2018. These facilitated sessions provide a "[community of practice](#)" for interested community members. "In a nutshell, communities of practice are groups of people who share a concern or passion for something and learn how to do it better as they interact regularly."

**PROGRAM OVERVIEW**

Based on the success of this program, TFN seeks to collaborate with youth-serving organizations in Talbot County to expand *Conversations on Race* to interested student participants and/or students and their families. Mini-grants are available for Fiscal Year 2022 to assist agencies and organizations with project costs.

Required Program Components

- Have a preliminary planning session between your team members and TFN.
- Adopt a glossary for key terms such as the [Racial Justice Definitions](#) from Annie E. Casey Foundation.
- Establish ground rules with your participants and uphold those in each conversation.
- Conduct a minimum of four (4) *Conversations* or community of practice sessions.
- Collect and report evaluation data on the performance measures listed below.
- Partner with TFN for a community input session with the youth and their families.

**APPLICATION AND ELIGIBILITY**

Complete and submit the attached application along with a completed budget form to TFN by November 30, 2021.

Any agency or organization, public or private, which is located or provides services in Talbot County and can demonstrate the ability to successfully carry out the project, is eligible to apply. Funding will not be awarded to an individual. Interested individuals are encouraged to contact an organization with which they have an affiliation to collaborate on a project application.

**BUDGET**

Up to \$1,200/applicant. ++ All funds must be spent by June 30, 2022. ++

Funds can be used for expenses such as and not limited to:

- Food for youth or family events in this program
- Books, art materials, and other program supplies for use with this program
- Additional staff costs to operate this program
- A subject matter related field trip
- A consultant for training, facilitation, or leading a hands on community project

**PERFORMANCE MEASURES**

Participating organizations must track these performance measures for the Prioritized Result on Maryland's Scorecard for Child Well-Being: Families are Economically Stable:

Performance Measure	For Percentages, Indicate the Numerator and Denominator (NUM/DEM)
<b>What/How Much We Do:</b>	
# of unduplicated participants in Community of Practice sessions	
<b>How Well We Do It:</b>	
#/% of participants reporting they were comfortable participating in discussion	NUM: Participants reporting they were comfortable participating in discussion DEN: Surveys received from participants
#/% of participants who engaged in dialogue	NUM: Participants who report engaging in dialogue DEN: Surveys received from participants
<b>Is Anyone Better Off?</b>	
#/% of participants with improved cultural awareness as measured by survey	NUM: Participants reporting improved cultural awareness DEN: Surveys received from participants
#/% of participants who can better identify racism within their environments	NUM: Participants who can better identify racism within their environments DEN: Surveys received from participants

## RESOURCES

### Online

- ✓ *Indiana Youth Institute* - [Children and Racism: The Importance of Age-Appropriate Listening and Support](#)
- ✓ *Institute of Museum and Library Services* – [Project Ready: Reimagining Equity and Access for Diverse Youth](#)
- ✓ *Learning for Justice* – [Let’s Talk: Discussing Race, Racism, and Other Uncomfortable Topics with Students](#)
- ✓ *National Museum of African American History and Culture (Smithsonian)* – [Talking About Race](#)