Talbot Family Network
Fiscal Year 2024 - Community Partnership Agreement

REQUEST FOR APPLICATIONS

TITLE OF GRANT PROGRAM: Conversations on Race - Community of Support

- **Equity Grants for Talbot County Organizations and Agencies**

TFN POINT OF CONTACT: Nancy Andrew, Executive Director
410-200-5532 · director@talbotfamilynetwork.org

BACKGROUND

Talbot Family Network (TFN) has been awarded funding for FY24 to help build staff and organizational capacity within community organizations and agencies for integrating race equity into their mission, policies, services, and culture.

Since FY17, TFN has demonstrated regional leadership in offering racial equity education to the community. You or members of your team may have left one of these or other workshops challenged, inspired, and ready to act in terms of launching or expanding an equity initiative within your organization. This program aims to provide staff, board members, clients, and volunteers with additional tools, knowledge and support to normalize and operationalize equity practices internally.

PROGRAM OVERVIEW

TFN seeks to collaborate with organizations and agencies in Talbot County in moving from intention to practice in applying a racial equity lens to their work.

Use of Funds

- Hire a consultant to complete a race equity audit with your organization or agency.
- Hire a trainer to provide racial equity training to your team of staff, Board members, volunteers, clients and/or other key stakeholders.
- Hire a consultant for coaching to support your organization in implementing an Equity, Diversity, and Inclusion policy, advancing your agency policies, and/or evaluating organizational practices.
- The review committee will consider other use of funds that an organization can demonstrate will further equity in their mission, policies, programs, and culture in a systemic way.

BUDGET

Up to $8,500/applicant. ++ Funds must be spent and services completed by June 30, 2024. ++
TFN anticipates making at least five full awards or the equivalent thereof.

APPLICATION AND ELIGIBILITY

Any agency or organization, public or private, which is located and provides services in Talbot County and can demonstrate the ability to successfully carry out the project, is eligible to apply. Prior grantees are eligible with matching funds. In future rounds, TFN may cap the number of awards to one organization or agency. 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.

Pre-Application Meeting: Tuesday, June 13, 2023 at 1pm ZOOM (RSVP to director@talbotfamilynetwork.org)
Grant Period: September 1, 2023 (or earlier) - June 30, 2024.
Submission Deadline: Tuesday, July 11, 2023 to director@talbotfamilynetwork.org.
Notification of Awards: By or before Thursday August 31, 2023

REPORTING

Grantees will need to provide quarterly progress reports with a short narrative, expense report, and summary of performance measures. These measures will be established with the funded programs in conjunction with the award notice. If, for example, funds are used for training, performance measures might include:

- How Many: # of participants who completed the funded equity training.
- How Well: #/% of participants who report they engaged in dialogue during the training.
- Better Off: #/% of participants who report they are better able to identify institutional racism.

PROPOSAL REVIEW:

A committee designated by the TFN Board will review applications based on the grant program description and instructions. Committee members will be in compliance with the Representation of Absence of Conflict of Interest and Confidentiality Statement standard.

TFN reserves the right to accept or reject proposals or parts of proposals received in response to this grant program and to conduct discussions with applicants in order to serve the best interests of the Local Management Board. The funding decisions of TFN are final and are not eligible for appeal. TFN will not consider proposals that are incomplete or received after the deadline.

OVERVIEW TALBOT FAMILY NETWORK:

Talbot Family Network (TFN) is the Local Management Board (LMB) for Talbot County. LMBs are community-based organizations serving all 23 counties in Maryland, and Baltimore City, focused on improving outcomes for Maryland's children and their families. Programs and strategies that LMBs fund align with Maryland's Children's Cabinet Three Year Plan.

LMBs track performance measures for each funded program or strategy. The state has also "identified several other factors that should be considered as part of the larger picture of meeting community needs and making appropriate investments:

1. **Community Voice** – As each jurisdiction across the State has unique needs, strengths and challenges, it is imperative that the voices of community members are lifted up and weighed when and wherever possible. This should include:
    - People with lived experience
    - People of diverse races, ethnicities and cultural backgrounds
    - People across the lifespan (with a focus on youth voice)
    - Other traditionally marginalized populations within the community
2. **Racial Equity** – Systemic and institutional racism by definition are embedded within our society; government; public service systems and agencies. To that end, it is imperative that all LMBs employ an equity lens in every aspect of their work to ensure inclusivity and to address these systemic inequities that contribute to the marginalization of black, indigenous, and people of color.
3. **Continuous Improvement and Capacity Building** - A key role of LMBs in a community is to act as a 'neutral convener to create an effective system to improve results for children, youth and families'. This role requires that LMBs actively help to build the capacity of organizations to provide high quality programs and achieve outcomes for their customers.[1]"

[1] (From the LMB Performance Accountability Process, Approved December 16, 2020, by the Governor's Office on Crime Prevention, Youth, and Victim Services, and the Maryland Association of Local Management Boards)

RESOURCE LIST
Equity Contractors

The following is a resource and/or starting point for applicants who need to identify a project consultant or wish to explore additional consultant leads. These are vendors that Talbot Family Network (TFN) and/or other Talbot County agencies have worked with or that TFN has interviewed based on the consultant's scope of work and potential fit for equity projects. Applicants are responsible for vetting any consultant they choose to contract with. Applicants who select one of these vendors will ***not*** receive an advantage in their proposal scoring. Applicants are welcomed to work with vendors not included on this list.

Dr. Mercedes Avila, PhD, MSW
Cultural Research Solutions
mavila@culturalrs.com 802-999-4485

Baltimore Racial Justice Action
www.bmoreantiracist.org 443-470-3347
A. Adar Ayira - Director of Contract Services coreconcepts.md@gmail.com
Dana Polson - Consultant - dana@bmoreantiracist.org

Challenging Racism
https://www.challengingracism.org/
Monique Bryant, Interim Executive Director
director@challengingracism.org 571-766-6268

Durryle Brooks, Ph.D, M.A.,
President, Love & Justice Consulting
www.loveandjusticeconsulting.com and personal website: www.durryle.com
Durryle@loveandjusticeconsulting.com

Carmen C. Marshall
Director of Consulting
Maryland Nonprofits
www.marylandnonprofits.org
cmarshall@mdnonprofit.org 443-438-2320

Carmen Phelps, PhD
CEO/Lead DEI & Racial Equity Consultant
Project 986 Consulting, LLC
www.project986consulting.com
cphelps@project986consulting.com 301-447-0270

Colber Prosper, M.S.
Founder & Senior Consultant
Prosper & Partners, LLC
www.prosperandpartners.com
cp@prosperandpartners.com 202-567-7187