

## Sample Evaluation Criteria to Include in Grant Request for Proposals

Broad criteria that identify diversity, equity, and inclusion outcomes per 08-02 Policy on Rating Criteria for Competitive Grant Review

Criteria	Possible Points
<b>1. COMMUNITY ENGAGEMENT AND RELATIONSHIPS</b>	
<p>Staff and leadership of the grant applicant are responsive to the needs of population(s) being served.</p> <ul style="list-style-type: none"> <li>• The applicant provides an organizational plan that includes:               <ul style="list-style-type: none"> <li>○ Information describing staff recruitment and retention</li> <li>○ Information describing the organization’s community engagement strategies</li> </ul> </li> </ul>	
The grant applicant’s program design is responsive to the community it serves	
The grant applicant organization describes existing community partnerships that include key stakeholder groups within their region/community/neighborhood/service area	
The grant applicant proposes new approaches to engage community stakeholders	
The grant applicant describes outreach plans to engage and serve previously underserved communities	
The grant applicant describes how community input has been received and used to inform programming and program design	
The grant applicant describes how representatives from cultural and ethnic communities are involved in providing feedback to program and service delivery	
The grant applicant describes how they collaborate with tribal nations and indigenous partners	
<b>2. ORGANIZATIONAL CAPACITY</b>	
The grant applicant’s staff and leadership reflect the relevant demographics of the target population	
The grant applicant describes their organizational needs assessment addressing diversity and inclusion.	

<b>3. DISPARITIES REDUCTION</b>	
The grant proposal clearly describes existing disparities and how the disparities will be addressed through program design, implementation, outcomes, etc.	
The grant proposal describes the actions that will increase both the participation and successful outcomes for the target population	
The proposed interventions are based on previously demonstrated outcomes that improved service access for diverse populations directly impacted by existing disparities	
The grant applicant’s project describes existing gaps and previously unmet needs	
The grant applicant’s described program is tailored to community needs and addresses disparities	
The grant applicant describes ways their program has demonstrated positive outcomes for overrepresented/underrepresented groups	
<b>4. EQUITY, DIVERSITY, AND INCLUSION - BROAD</b>	
The grant applicant’s proposed programs are culturally-specific, competent, and responsive in community services	
The grant applicant uses new technologies that are accessible and culturally appropriate	
The grant proposal increases the number of available culturally responsive services	
The grant proposal increases the number of services actually received by [insert choice of diverse population]	
The grant proposal provides culturally appropriate types of programs and services to meet the diverse needs of participants and clients	
The grant applicant’s proposed program is accessible to hard-to-reach populations	
Services are equitable and culturally-sensitive	
Innovative models for incorporating equity, diversity, and inclusion into program activities	
Organizational experience serving communities of color and/or plan to increase service	
<b>5. EQUITY ANALYSIS</b>	
The grant proposal clearly describes the level of need and what groups will be targeted by services or programs	
The grant proposal clearly explains which populations will benefit from the project	
The applicant provides a clear explanation of how target populations were selected and what data sources were used to justify selection	