

# BREAKOUT SESSION - KEY THEMES

## **Question 1: How does your organization's work fit into the criterion of racism, poverty, and trauma?**

- The majority of the respondents commented that their organization provides programs/services that address all three areas (i.e., racism, poverty, and trauma).
- Racism, poverty, and trauma are intersectional and cannot be addressed singularly.
- Many organizations identified a primary focus area for their organization but acknowledge the other two areas as underlying factors.
- Organizations shared that they provide services to anyone in the community, but the majority of individuals being served are people of color and/or low-income individuals or families and identified parallels as they relate to racism, poverty, and trauma.

## **Question 2: In what ways can you scale your work to have a more measurable and sustainable impact over time?**

- Scaling can be challenging for organizations with limited funding, staffing, and resources.
- Measuring and proving impact may be challenging for some organizations.
- Organizations could scale more effectively by:
  - Identifying ways to address the root causes for the clients they serve, rather than addressing the symptoms for a larger number of clients.
  - Adapt their current programs/resources to contribute to a larger community impact (i.e. share these resources with partners), rather than than serve a limited number of clients.
- Collaboration with community partners can help agencies to more effectively address root causes.

## **Question 3: What haven't we thought of?**

- The application process should be equitable and not exclude organizations that are less technical or not internet-based.
- Funding process needs to support interagency collaborations in order to address the root causes, enhance scalability, and support systems change.
- How will you ensure that services are sustained, especially safety net services that may not be funded through this process?
- Who will be making funding decisions and how will equity be addressed when making those decisions?
- The language around "scaling" needs to be communicated more clearly.
- How will you ensure coverage in the rural areas of the county and not just Ann Arbor and Ypsilanti?
- 5-year funding is very helpful to support organizational planning efforts, but one year for mini-grants may be too short.
- How will providing ongoing basic needs to many people be balanced with addressing root causes for a few?
- Can we apply for more than one funding category (i.e., safety net, mini-grants, and high impact 5-year grants)?
- What types of data/outcomes are to be measured and reported?
- Will the evaluator be able to assist organizations (particularly smaller ones) with data collection and reporting?
- Will there be resources available to assist smaller agencies to coordinate the submission of grant proposals?
- Will there be ongoing resources or technical assistance to grantees to make sure that the evaluation gets you the results that you want?
- Will funding or affordable access to resources be available for smaller organizations to implement DEI initiatives in compliance with the requirements?
- Will OCED staff be available to answer questions, specific to an individual organization, prior to the grant application deadline?