



Central Oregon Justice, Equity, Diversity and Inclusion (JEDI) Committee

November 6, 2024; 8:30am – 10:00am

Join by computer: <https://us02web.zoom.us/j/89357211655?pwd=NnkxQnRJYVRrQjhydS90dzkrYVMYQT09>

Join by phone: 1 253 215 8782 or 1 669 900 6833

Meeting ID: 893 5721 1655

Passcode: 168048

8:30 am – 9:15 am Welcome, Updates, Guiding Principles, Introductions and learning activity.

9:15 am – 10:00 am Context setting for today's meeting. (**Training and learning community**)

- Defining the training that JEDI will sponsor in 2025

**Links to Shared Documents**

COHC Webpage:

<https://cohealthcouncil.org/>

Shared Google Drive:

<https://drive.google.com/drive/folders/1Y3-hzNmUV9aZ5rxh9iORVtA4jPp87U2N?usp=sharing>

Regional Health Improvement Currently Funded Projects:

<https://www.centraloregonhealthdata.org/tiles/index/display?id=254047713344660685>

**Next Meeting** –December 4

# COHC JEDI Committee November Meeting

## **JEDI community learning activity**

- Time to share and mutual support

## **OHA Update**

- Finalizing the RHIP (update)

## **JEDI accountability activities**

- Defining the grant training for CO in 2025

## JEDI 2024 Work Plan

**I-Presence and Collaboration (workgroups collaboration, grants)**

**II-Learning Opportunities (calendar opportunities, trainings)**

**III-Advocacy (RHIP participation, advocacy)**

[Updated Charter](#)

[2024 Action plan](#)

[One pager](#)

# JEDI's annual plan

Committee as accountable for  
the advancement of JEDI at the  
COHC

Support a learning  
community about JEDI  
principles

Support community advocacy  
on regional JEDI issues

# RHIP Timeline

Aug	Sept	Oct	Nov	Dec	Jan
Preparation	RHIP Development			Writing report	Publish RHIP

## Workgroups sessions Development

Two in person sessions per day of around 3.5 hours each. (morning and afternoon)

- 1- Background + Current status **Madras** - Sep 10, 11, 13
- 2- Goal/practical vision *"where do we want to be in 5 years?"* **Prineville** Sep 25 , 30, Oct 4
- 3- Root Cause Analysis *"what's blocking us from reaching this?"* **La Pine** Oct 8, 09,16
- 4- Strategic Directions *"what overarching strategies will we try"* **Sisters**, Oct 24, 25, 29
- 5- Activities *strategic direction* **Madras**, Nov 4, 5, 6

Time for sharing and support each other!



# Grant writing support for CBO's

- What is your reaction to the information/Presentation/Assessment made by Joelle last month?
- What has been your experience applying for grants from COHC? What challenges or barriers did you experience, if any?
- Do you know of organizations who haven't applied for COHC grants because the application was too challenging?
- What training, technical assistance, or other support might have helped them to apply?

# What type of training to support grant writing are we going to sponsor?

- Ignatius will share some tips about grant writing we might want the training to discuss:
  - Developing *clear, measurable objectives* and *clarity on impact* are the keys to good grant writing (start with the evaluation questions: what do you want to achieve? what impact will you have?)
  - Grants are not just for programs (clinical programs on diseases/conditions, outreach, etc.) but can also be used to elevate the capacity of organizations and communities, and create opportunities for people to participate (co-design, engaging those most impacted/with lived experience)
  - How can grants leverage (or even require) collaborations and partnerships, and how could that collaboration be measured?



## Discussion questions:

- What are some tips or lessons learned from your own grant writing/grant-seeking experience?
- What do you wish you had known or learned about when you first started grant writing/grant-seeking?
- What resources (examples of successful grant applications, training, technical assistance, etc.) have you used to support your grant writing/grant-seeking?
- What training or technical assistance, or other support, would be useful to you in your grant writing/grant-seeking?

# COHC JEDI Committee Meeting

Presented on October 2, 2024

# Context: COHC grant-writing assistance

## Offering

- Designed as capacity building vs. outsourcing
  - Yes: Interpret grant requirements, brainstorm ideas, review drafts
  - No: Find funding opportunities, write applications
- Free for applicants (I am paid by COHC)
- Max 10 hours per project (typically 2-4)
- Original focus on applications to other funders to support RHIP-aligned work
- Now mostly assistance in applying for grants from COHC

## Assistance provided to date

- ~38 projects supported over three years
  - Some repeat “customers”
- Some organizations have no paid staff
- Some have a paid staff member who writes grants as part of their role
- In a few cases, there was a dedicated grants/fundraising staff person who asked for support because they were new
- Fairly active this summer (perhaps a combination of multiple RFPs and COHC featuring [grant writing support](#) when sharing grant opportunities)

# Caveats

- I work only with organizations that ask for grant support
  - There are surely others who never get to that stage because they don't know about the opportunity, decide not to apply after reviewing the RFP, or don't reach out for grant help
- I'm not involved in reviewing applications
  - I don't know what applications from larger shops look like, or where applications from smaller applicants might be losing points
- As such, the themes on the following slides are based on my experience working with a subset of applicants on the front end of the process

# Common challenges: Process and RFP

- Process
  - The scope of the RHIP is broad, so it's difficult to know how competitive an application will be for more general opportunities (e.g., Community Health Projects)
  - People with limited grant experience sometimes don't realize that even large/established organizations are sometimes declined, so they can get discouraged if they're not funded
- RFP
  - Some grants require a minimum ask that's high for small organizations
    - For example, 2024 Community Health Projects required a minimum ask of \$100K; with only \$300-400K available per county, applicants knew there would be few grantees
  - Restrictions language (especially that grant funds cannot be used for "activities that can be billed as clinical services" and "administrative activities to support the delivery of covered services") can be confusing

# Common challenges: Application

- COHC's applications are not (from my perspective) unusually long or involved given grant sizes, but for organizations with limited experience and capacity they can be daunting, requiring narrative, budget, letters
- The application is designed for projects, but most applicants want support for ongoing work and struggle to frame that as a "project" (in narrative and budget)
- Character limits are tight; people spend a lot of time trying to squeeze in what they want to say, especially because there is usually no section where they can give general background on their organization
- Future state measures rarely align closely with how applicants think of their impact
  - Applicants aren't required to track these metrics but may be discouraged if their path to future state impact seems indirect or limited
- Newer grant writers often find SMARTIE goals and budgets challenging
- Applicants aren't sure what is meant by "best practices/evidence-based guidelines"
- Applicants struggle to answer the questions about equity and community involvement in concrete ways
  - Although these may seem like questions where grassroots/community-based organizations would shine, they can also be difficult because those applicants don't think of themselves as separate from the community or this way of working is so ingrained

# Possible steps

- It's clear COHC has already put effort into making its process accessible: Applications are open to anyone, the application platform is relatively easy to use, there is a good amount of notice provided before deadlines, staff seem responsive when people reach out with questions
- Given that, here are possible additional supports I could imagine:
  - Training and/or written resource walking through a COHC application, with examples of strong/not so strong responses
  - Training on specific topics (e.g., creating grant goals, creating budgets)
  - "Office hours" where people can ask questions about the application without having to ask for individual support
  - General operating support grants for organizations doing aligned work
  - Direct outreach to organizations that you would like to see apply, or that have been declined but could be good fits
  - Feedback on declined applications so organizations can make more informed decisions about whether to apply again (or even opportunities to "revise and resubmit")
  - Grant opportunities specifically for first-time grantees
  - Before any of these -- asking organizations (those that have applied and those that haven't) what support they want!

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# Final thoughts