# CEDO Equity and Inclusion training application 2016 2017 R:\Community\CEDO\CedoBanner.png

## Applicant information

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| Organization Name |  | Main Contact Person/Title |  |
| Address |  | Phone |  |
| Website |  | Email |  |

## Organization Data

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| **If returning, what year did your organization join the program?** | **2010 \_\_\_\_ 2011 \_\_\_\_ 2012 \_\_\_\_**  **2013 \_\_\_\_ 2014\_\_\_\_ 2015\_\_\_\_** |
| **Organization Budget** **Program Training Fee** | **\_\_\_\_<$1,000,000 \_\_\_\_\_$1,000,000 to $2,000,000 \_\_\_>$2,000,000** **\_\_\_\_$3,200 \_\_\_\_\_$5,000 \_\_\_$6,000** |

## Demographic Survey – Please complete table with numbers , not percentages – Leave blank if no data collected

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Male/Female/Other | African or  African-American | Asian | Latino | Native American | White | Multi-Race | Low/Mod Income  (80% of median income, approx $50K/ family) | Above Moderate Income (over $50K/family) | TOTAL |
| Population Served |  |  |  |  |  |  |  |  |  |  |
| Agency Staff |  |  |  |  |  |  |  |  |  |  |
| Board of Directors |  |  |  |  |  |  |  |  |  |  |

## 1. Summary – 250 words

Describe your agency and your effort to be more culturally competent, share one change you have made. (Brief definition: Cultural competence is a developmental process of both individuals and organizations to raise awareness, knowledge and skills to work across difference.)

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## Equity and Inclusion Goals

What equity and inclusion goals would you like to accomplish this next year? In the next five years?

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## Why now?

Why is this issue important now for your organization? What are internal and external factors influencing your commitment to equity and inclusion?

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## Resources

What resources will you engage to pursue your equity and inclusion goals?

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## Cultural Competency Team Members

Participation in the program requires a cultural competency team to attend all retreats and meet monthly. The team should include the Director, board member and a representation of staff. Who will serve on your committee? If you have an existing committee, describe their prior role and accomplishments. Please list the name, position and email of expected Cultural Competency Team members.

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## Agency Director – Please answer the following Questions:

1.Name:

2.Number of years with the agency:

3.Please briefly describe your experience leading strategic change initiatives.

4. How will you engage and support staff at different organizational levels in growing their cultural competency skills?

5. How will participation in the We All Belong Program help you achieve your organizational goals? (launching a strategic planning process, capital campaign, organization effectiveness)

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Please submit application electronically by July 12th, 2016 to Marcella Gange Program Coordinator, CEDO. [mgange@burlingtonvt.gov](mailto:mgange@burlingtonvt.gov)