

Grants and Implicit Bias Practice

Potential types of bias in grant evaluation:

- Track record bias- when you have a prejudgment on the work that an organization does
- Conflict of interest bias- when you judge responses based on your previous interactions with the people or organization
- Structural bias- when you have no knowledge of the organization, or know that this is the first time an organization is applying to grants
- Gender bias- prejudice based on gendered leadership, mission, or language used in grant
- Racial bias- prejudice based on socialized racial stereotypes
- Language bias- evaluating grants based on language, style, and syntax rather than the answering of the question

Read each prompt and the response, then answer the questions below

Adapted from 2020 YWCA Lancaster Passion Grant Application written by CEO Stacie Blake

LCCF: Tell us more about your project. Why is your project needed? Who will you serve?

YWCA: Now more than ever, we need to have brave conversations about racism, diversity, equity, and justice for all. We will serve community members and children. Anyone who participates in our MLK Day celebration, Women's History Month, or our Dorothy Height book club will have access to the books we will use year round. Under these extraordinary times, we are holding our Book Club virtually, but participants still need access to the books. Our project is needed because we need to draw attention to racism, hatred, bigotry. We need to teach our children to be anti-racists early on.

Awareness, we know, is the first step. Our Social Justice program starts to address racism through a dialogue to change process. First we start with conversation, but we end with action. We move participants towards being educate, equipped and empowered as change agents to eliminate racism in our community.

1. What are some potential biases that could surface based on this section?
2. Does the response answer the question? Why?
3. Score it a 1 (worst), 2, or 3 (best). Why did you award that score?

LCCF: How will this project embolden community and strengthen Lancaster County? What specifically, is the change you will create? How does this project address diversity, equity, and/or inclusion?

YWCA: This is another way to educate our community. We will be educating children and their parents about the Martin Luther King Jr. They will know and understand his legacy. To bring awareness to more people, particularly our children, so that they may understand, learn, grow, and eventually act on social issues.

The Dorothy Height Book Club, tackles mission related topics in an effort to begin brave conversations about race, equity, inclusion. These are also topics that are offered through monthly lunch and learns to the community at large.

As one of the largest womens organizations in the world, we also need to bring awareness to the often overlooked "ism" of sexism. We will include books about female empowerment (strong female leaders, books by women authors, inequities between women and men are some of the topics that could be included) for Women's History Month to be sure we are addressing both parts of our mission. COVID-19 affected females in the workforce at a higher rate than male. Equal Pay is still an issue that plagues our society.

By introducing these topics we hope to move people along the continuum from being aware to taking action when they witness injustices in our community.

1. What are some potential biases that could surface based on this section?
2. Does the response answer the question? Why?
3. Score it a 1 (worst), 2, or 3 (best). Why did you award that score?