

Mosaic Opioid Recovery Partnership

Tips for Demonstrating Equity in Your Proposal

Promoting equity is a central focus of Mosaic grantmaking, with the goal of reaching grantees in underserved communities in Massachusetts and improving equitable outcomes related to opioid use disorder. Strong proposals will demonstrate the applicant organization's commitment to equity. When describing past or future equity efforts, whenever possible, describe goals and results that are specific, measurable, and action oriented. (For more information, review these resources about writing [SMARTIE goals and other grant writing best practices](#).)

While developing your proposal, consider describing:

- What actions has your organization already taken to improve equity? What has been the impact?
- What action will your organization take to further equity with this funding? What is the anticipated impact?

Examples of equity-focused activities to feature in your proposal:

- **Organizational statements, policies, or frameworks that center equity.** How is equity reflected in your organization's infrastructure or communications? For example, some organizations incorporate equity statements, policies, or frameworks into websites, employee manuals, or annual reports. Applicants could describe how they were created, how they are shared and used, and what is included.
- **Organizational assessments, plans, or change processes.** Have you done an organizational assessment on equity? Or has your organization created plans or change processes to promote equity? For example, some organizations have a strategic equity plan to formalize their commitment, actions, and timeline to advance equity. Applicants could describe these processes and actual or anticipated impact.
- **Training and development for staff or Board of Directors.** How do you support ongoing learning for staff and Board members around equity? Examples might include featuring equity in orientation onboarding, hosting identity-based affinity groups that allow staff to connect around similar life experiences, or offering continuing education and skill building around equity topics.

- **Equitable hiring and human resources (HR) policies.** How do you ensure equitable hiring practices? Do your staff demographics reflect your community's demographics? In addition to diversity, what other ways do your hiring and HR practices promote equity among staff? How are staff included in discussions and feedback around equity and policy development?
- **Data-informed program design.** What data are you collecting and how does it support your commitment to identifying and addressing inequities? How do you use data to inform program development? For example, a program may use demographic data to inform outreach and engagement practices based on specific groups or communities that are under-represented. Or an organization might use qualitative data from community members to inform programs and services.
- **Equitable evaluations and outcomes.** Are evaluation measures chosen with equity in mind? Are data collected in ways that are trauma-informed and culturally responsive? Consider who is involved in choosing evaluation measures, how data are used to improve practices and programs, and how this information is shared with program participants and other stakeholders.
- **Community engagement and action.** How does your organization gather community input? Describe how data are collected and how often, and how the information is used to inform organizational or program decisions.
- **Culturally responsive practices.** In what ways are your programs and services designed or tailored to be culturally responsive? Share how your organization seeks to understand and include different cultural preferences.