

Equity, diversity and inclusion prompts for applicants

The following prompts are intended to assist applicants for Metro's Investment and Innovation grants in generating ideas for incorporating equity, diversity and inclusion into grant projects and proposals. They are just a few of many possibilities, and this list is not intended to be exhaustive.

Internal efforts at your business or organization to advance equity

- What type of health and welfare benefits does your business/organization provide to employees? Are there opportunities to extend these benefits to all employees?
- Where could you develop opportunities to create pathways for career advancement for existing employees?
- What type of job training or professional development opportunities are in place for existing staff?
- What policies or practices does your organization have in place to advance equity? Examples of policies and practices could include a diversity and equity plan; requirements for staff micro-aggression training; or clear policies about how staff can report any harassment to business ownership.
- What types of supports, such as Employee Resource Groups, does your organization offer employees of color, LGBTQ employees or employees from other traditionally marginalized communities?
- If you have a board of directors, does it include members from underrepresented communities? What type of plans are in place to proactively diversify your board?
- Is your business/organization interested in participating in no- and low-cost diversity and equity trainings provided by Metro? What types of trainings would you be interested in?

Staff and contractors

- Will you be hiring new staff for this grant funded work? If so, where are opportunities for recruiting applicants from underserved communities? How can you create hiring panels that are diverse and trained in how to eliminate bias in hiring interview and application reviews? What opportunities exist to work directly with workforce development organizations to recruit and train applicants?
- Will you be hiring contractors for this grant-funded work? If so, what opportunities exist to work with COBID contractors?
- If you will be reducing staffing due to this grant-funded work, will you take proactive, meaningful steps to help the displaced staff secure good jobs elsewhere?

Communities served or impacted

- Will your grant-funded project include providing services to the public? If so, how can efforts be made to remove barriers to service or facility access to underrepresented communities?

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Examples include providing sliding scale fees, transportation access to a facility, staff training on customer service to diverse customers.

- Is your project in close proximity to a traditionally underserved community/neighborhood? If so, what opportunities exist to reduce any negative impact the nearby community may experience due to your project? What opportunities exist to incorporate a community benefit to the neighborhood such as installation of playground equipment, landscaping, or providing a room in your facility that could be used by the community as a free meeting space? Could your staff donate volunteer hours to support a community project near your facility?

Partnerships

- How can you create opportunities to partner with a community organization serving underrepresented communities, for example by including them in project planning or implementation, or by providing tours or job training to their constituents?