

## Capitol Collaborative on Race & Equity (CCORE) 2022-2023 Learning Cohort Application

The Public Health Institute (PHI) and partners are inviting a limited number of organizations to participate in the 2022-2023 Learning Cohort season. Please complete the following application for your organization to be considered. **Applications are due by March 21, 2022 and can be submitted to [CCORE@phi.org](mailto:CCORE@phi.org).**

Organizations will be invited to enroll based upon PHI and CCORE partners assessment of organizational readiness in the 5 application question areas: 1) commitment to racial equity; 2) commitment to an intentional & strategic team recruitment process; 3) organization size and reach (not scored); 4) commitment to supporting the racial equity team's development and needs; 5) commitment to supporting transformational actions.

If selected, you will be invited to enroll and contract with PHI for the CCORE Learning Cohort 2022-2023 season. The enrollment process will coincide with a targeted orientation strategy, including separate orientation sessions for team coordinators, executive sponsors & team coordinators, and one for all participants.

If your organization's racial equity team is already formed, we encourage you to work together to fill out this application. If you have questions, need assistance, or are having trouble meeting the deadline for the application, please contact CCORE at [CCORE@phi.org](mailto:CCORE@phi.org). Thank you for your interest in the CCORE Learning Cohort 2022-2023.

1. Organization Name:
2. Size of Organization (# of Employees):
3. Contact for application:

Name  
Title  
Email  
Phone number

4. Has your organization previously participated in CCORE or the GARE Capitol Cohort? If yes, how will your participation and team composition differ from your previous participation and strategically advance your racial equity commitments? (this question will not be scored)

### Understanding of Racial Equity

5. What is your organization's role in advancing racial equity?
6. Why is racial equity important to your organization?
7. What actions has the organization taken to impact racial equity?
8. What would your organization like to accomplish as a result of participation?

**Commitment to an Intentional & Strategic Team Recruitment Process**

9. Have you recruited your CCORE racial equity team and Team Coordinators?
10. If you have recruited your Team Coordinators and Team Members, have they explicitly committed to the expectations of the cohort as outlined on the team roster including: learning about racial equity, attending trainings, participating in team meetings and homework, and committing to be team members throughout the training season?

**Reach** (this question will not be scored, but is required)

11. What is the reach of your organization? (# of staff)
12. Describe the populations served by the organization (Size of populations served, demographics of populations served)

**Commitment to Supporting Racial Equity Team's Development and Needs**

13. How will your organization support your team in staying engaged and focused on the work as challenges arise?
14. How will Team Coordinators and Executive Sponsors support your team in ensuring team members have time for the work, can re-center, take breaks, and step back as members need?
15. How will your organization support your team to complete the work if the team experiences attrition of members?

**Commitment to Supporting Transformational Actions**

16. Describe how leaders in the organization will communicate the importance of and commitment to racial equity of the organization to employees and the public?
17. What mechanism will be used to keep leaders in the organization informed of and engaged in your team's racial equity work?
18. How will your organization support your team in thinking outside the box and beyond workforce equity and diversity?

***Thank you for your interest in and for applying to be part of the CCORE 2022-2023 Learning Cohort. Review of applications will start on March 22, 2022 and organizations invited to enroll will be notified the week of March 28, 2022.***

# Application Scoring Rubric



Readiness Domains	Score Categories		
	Green	Yellow	Red
<b>Understanding Racial Equity</b>	<ul style="list-style-type: none"> <li>-Analysis of organizational role in racial equity demonstrates a keen understanding.</li> <li>- Understanding of racial equity includes imperatives for all roles and functions of the organization.</li> <li>- The organization clearly communicates that racial equity is imperative to their work and why, and references institutional and systemic importance.</li> </ul>	<ul style="list-style-type: none"> <li>-Analysis of organizational role in racial equity moves beyond workforce equity, and lacks key elements, is unclear, or reaching</li> <li>-Understanding of racial equity most closely correlates with Diversity and Inclusion work and discusses institutional racism.</li> <li>- The importance of racial equity in the organization mainly focuses on individual and interpersonal importance but there is mention of institutional/systemic factors.</li> </ul>	<ul style="list-style-type: none"> <li>-No or little analysis of the organizational role in racial equity</li> <li>-Understanding of racial equity most closely correlates with Diversity and Inclusion work or is limited to workforce equity</li> <li>-The importance of racial equity in the organization seems unclear or is only focused on individuals and does not consider institutional/systemic factors.</li> </ul>
<b>Commitment to an Intentional &amp; Strategic Team Recruitment Process</b>	<ul style="list-style-type: none"> <li>-A diverse team has formed including team coordinator(s).</li> <li>- The team recruitment plan included consideration of participants identity and positionality dimensions.</li> <li>-Team Coordinators explicitly commit to the expectations of the cohort and will make sure that team members do so after recruitment is completed.</li> </ul>	<ul style="list-style-type: none"> <li>- There is a plan for recruitment and recruitment has not yet been completed</li> <li>-Team coordinator(s) has been identified.</li> <li>- Team Coordinators have committed to the expectations of the cohort and team members will do so after recruitment is completed.</li> <li>- The recruitment plan includes consideration of participants identity and positionality.</li> </ul>	<ul style="list-style-type: none"> <li>-There has been no/little attention directed to team recruitment</li> <li>-Team members have not yet committed to the expectations of the cohort.</li> </ul>
<b>Commitment to Supporting Racial Equity Team's Development and Needs</b>	<ul style="list-style-type: none"> <li>-Sufficient supports are in place to nurture the team in staying engaged and focused on the work as challenges arise.</li> <li>-Team Coordinator(s) and Executive Sponsor(s) have a clear and sufficient plan for supporting the team.</li> <li>- Clear and sufficient plan for completing work if the team experiences attrition.</li> </ul>	<ul style="list-style-type: none"> <li>-Baseline supports are in place to nurture the team in staying engaged and focused on the work as challenges arise.</li> <li>- Team Coordinator(s) and Executive Sponsor(s) have an unclear or reaching plan for supporting the team.</li> <li>-Unclear or reaching plan for how to complete the work with team attrition.</li> </ul>	<ul style="list-style-type: none"> <li>-Supports are not in place to nurture a racial equity team</li> <li>-No plan for supporting the team to stay engaged and focused as challenges arise.</li> <li>- No plan for how to complete the work if the team experiences attrition of members.</li> </ul>
<b>Commitment to Supporting Transformational Actions</b>	<ul style="list-style-type: none"> <li>- Plan for how leaders will communicate the importance of and commitment to racial equity to employees and the public is clear and strategic.</li> </ul>	<ul style="list-style-type: none"> <li>- Plan for how leaders will communicate the importance of and commitment to racial equity to employees and the public is unclear, unrealistic, or insufficient.</li> </ul>	<ul style="list-style-type: none"> <li>-No plan for how leaders will communicate the importance of and commitment to racial equity to employees and the public.</li> <li>-No mechanisms identified to keep leaders informed of and engaged in team's racial equity work.</li> </ul>

## Application Scoring Rubric



LOCAL AND REGIONAL  
GOVERNMENT ALLIANCE ON  
**RACE & EQUITY**



	<ul style="list-style-type: none"> <li>- Communication mechanisms to keep leaders informed and engaged are effective and strategic.</li> <li>- Organizational supports are in place that will ensure the team can be expansive and transformational in identifying and implementing racial equity actions.</li> </ul>	<ul style="list-style-type: none"> <li>-Communication mechanisms to keep leaders informed and engaged are ineffective or insufficient.</li> <li>- Only workforce equity, diversity/inclusion work, and/or only individual/interpersonal learning and actions will be the focus, and work at the institutional level around advancing racial equity and undoing institutional racism will also be supported by the organization.</li> </ul>	<ul style="list-style-type: none"> <li>-Only workforce equity, diversity/inclusion work, and/or only individual/interpersonal learning and actions will be supported by the organization.</li> </ul>
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