



You Belong Campaign Organization Implementation Grant Program

The Hancock County Cultural Humility & Health Equity Delegation (Delegation) is pleased to make available funds to implement the *You Belong Campaign* within local, Hancock County-based organizations. Funds may be used to support the implementation and/or expansion of the Delegation's *You Belong Campaign* in a manner that is both appropriate for the organization and serves as a way to create safe and caring spaces for the organization's employees, members, students, and/or clients. A total of \$50,000 is available through this Grant Program, and each grant applicant may request up to \$5,000.00.

Each grant applicant shall submit a grant application detailing how the funds will be used to promote the *You Belong Campaign*, and what outcomes will be achieved by promoting the campaign within the organization. Upon completion of grant, grant awardees shall submit a report to the Delegation demonstrating the outcomes of the campaign's implementation within the organization, as well as participate in the 2023 You Belong Community Event.

In 2022, the Findlay-Hancock County Chamber of Commerce Hancock Leadership Class partnered with the Delegation to develop a campaign to showcase our community members' unique experiences of belonging in Hancock County. Through this partnership, the *You Belong Campaign* was created which highlights stories of belonging in a welcoming and encouraging format through writing, audio, and video. The results of this project can be discovered at www.youbelonghc.com.

The intention of the *You Belong Campaign* Organization Implementation Grant Program is to promote and expand the *You belong Campaign* throughout the community by providing opportunities for local Hancock County-based organizations to collect stories of belonging, create safe and caring environments, and celebrate their employees, members, students and/or clients in unique ways that may not necessarily happen without additional funding. Grant applications that demonstrate creative ways to share and demonstrate the message of the You Belong Campaign will be given high priority.

Eligibility: Hancock County non-profit, faith-based, community-based organizations, as well as businesses, corporations, and schools that serve Hancock County residents are eligible to submit grant applications. Grant applications that clearly illustrate benefits to employees, members, and/or its clients of the applicant organization will be considered.

Organization Implementation Grant Application Guidelines – See Page 3. Grant applications shall follow the guidelines set forth within this document.

Available Funding: A total of \$50,000 is available through this Grant Program, and each grant applicant may request up to \$5,000.00. Awarded funds may be used to support implementation plans beginning December 1, 2022 – December 31, 2023.

Allowable Use of Funds: Grant funds may be used to support a wide array of activities that seek to advance the intention of the *You Belong Campaign*. Examples of implementation plans could include, but are not limited to, both internal activities (e.g. staff celebrations, training, messaging campaigns, lunch & learn) and external activities (e.g. community events that support connection, client advocacy). Please note, grant funds may not be used to cover staff or support personnel costs.

September 1, 2022

Grant Program Schedule:

Announcement Release	September 1, 2022
Grant Applications Due	October 15, 2022
Grants Awarded	November 15, 2022
Grantees Meeting	November 21, 2022
Implementation	December 1, 2022 – December 31, 2023
Grant Reports Due	May 1, 2023 (mid-implementation reports will be accepted)
<i>You Belong Campaign</i> Community Event	Spring 2023

Grant Application Review: Grant applications shall be reviewed by the *You Belong* Work Group, as part of the Delegation.

Monitoring and Evaluation: All grants shall be monitored and evaluated by the Delegation.

General Expectations: The following guidelines shall be utilized when submitting a grant application:

- All grant applications shall be completed online. The grant application webpage may be accessed using the following link, or by scanning the QR code.
- All grant applications must demonstrate the entirety of the requested funds will be expended by December 31, 2023.
- If awarded, grant awardees shall provide a report to the Delegation upon completion of the grant, and participate in the 2023 *You Belong* Community Event.
- If awarded, grant awardees shall use approved *You Belong Campaign* branded materials. Examples of branded materials include logos, pens, stickers, and window clings. Grant applications may propose the creation of other campaign promotional materials using the approved *You Belong Campaign* branding.

Grant applications must be submitted online by October 15, 2022.

<https://www.surveymonkey.com/r/H2775BG> or scan the QR Code



Questions may be directed to Zach Thomas at zthomas@yourpathtohealth.org



You Belong Campaign Guidelines for Organizational Implementation Grant Program

Grant applications must include responses to the following:

- I. **Summary of Implementation Plan** – Provide a thorough overview of the implementation plan, including reasons for the implementing the You Belong Campaign, specific goals of the implementation plan, and who will benefit from the implementation of the You Belong Campaign within the organization. **Examples of implementation plans could include, but are not limited to, both internal activities (e.g. staff celebrations, training, messaging campaigns, lunch & learn) and external activities (e.g. community events that support connection, client advocacy).** Please note, grant funds may not be used to cover staff or support personnel costs.

- II. **Cultural Humility and Health Equity** – How will the implementation of the You Belong Campaign be appropriately responsive to the cultural differences among the populations within the organization, as well as any health disparities that may be addressed by the implementation plan (See Attachment A, *Glossary of Terms*).

- III. **Goals, Impact, and Sustainability**
 - How will success be measured?
 - Is the implementation plan likely to continue without Delegation funding?
 - If awarded grant funds, how will the work continue after grant funds have been exhausted?

- IV. **Applicant Status**
 - Provide a brief narrative of the applicant’s organization (mission, goals, community relationship, etc.).
 - Provide evidence that the applicant has the capacity to implement the You Belong Campaign within the organization.

- V. **Budget** – Provide a budget narrative for the implementation plan (not to exceed \$5,000.00).

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Hancock County Cultural Humility & Health Equity Delegation
GLOSSARY OF TERMS
June 2020

BELONGING – The practice of being respected at a basic level that includes the right to both co-create and make demands on society. Belonging means more than just being seen. Belonging entails having a meaningful voice and the opportunity to participate in the design of social and cultural structures. Belonging means having the right to contribute to, and make demands on, society and political institutions. Belonging is more than just feeling included. In a legitimate democracy, belonging means that your well-being is considered and your ability to design and give meaning to its structures and institutions is realized.

CULTURAL HUMILITY - The ability to maintain an interpersonal relationship that is person-oriented in relation to aspects of cultural identity that are most important to the person. Cultural humility is different from other culturally-based training ideals because it focuses on self-humility rather than achieving a state of knowledge or awareness.

CULTURAL COMPETENCE – A continuous learning process that build knowledge, awareness, skills, and capacity to identify, understand, and respect the unique beliefs, values, customs, languages, abilities, and traditions of others in order to develop policies to promote effective programs and services.

DIVERSITY – Differences in racial and ethnic, socioeconomic, geographic, and academic/professional backgrounds. People with different opinions, backgrounds (degrees and social experience), religious beliefs, political beliefs, sexual orientations, heritage, and life experience.

EQUALITY VS. EQUITY – Equality requires the same level of resources to each person. Equity requires distribution of resources proportionately to each person, in relationship to corresponding disparity and need, in order to reach the same outcomes for all.

HEALTH DISPARITY – A particular type of health difference that is closely linked with social, economic, and/or environmental disadvantage. Health disparities adversely affect groups of people who have systematically experienced greater obstacles to health-based on their racial and/or ethnic group; religion; socioeconomic status; gender; age; mental health; cognitive, sensory, or physical ability; sexual orientation or gender identity; geographic location; or other characteristics historically linked to discrimination or exclusion.

HEALTH CARE DISPARITY – Differences in the quality of health care that are not due to access-related factors or clinical needs, preferences, and appropriateness of interventions. These differences would include the role of bias; discrimination; and stereotyping at the individual (provider and patient), institutional, and health system levels.

HEALTH EQUITY – Attainment of the highest level of health for all people. Achieving health equity requires valuing everyone equally with focused and ongoing societal efforts to address avoidable inequalities, historical and contemporary injustices, and the elimination of health and health care disparities.

HEALTH INEQUALITY – The difference in health status or in the distribution of health determinants between different population groups.

INCLUSION/INCLUSIVITY – The practice of including individuals or groups who might otherwise be excluded or marginalized.

OTHERING/EXCLUSION – The practice of denying someone’s full humanity based on them being less than and/or a threat to the favorite group.

SOCIAL DETERMINANTS OF HEALTH – Non-medical factors shaped by social policies, including economic stability; social and community context; neighborhood and built environments; health care; and education, that influence health.

Source Credit:

Braveman P, Arkin E, Orleans T, Proctor D, and Plough A. *What is Health Equity? And What Difference Does a Definition Make?* Princeton, NJ, Robert Wood Johnson Foundation, 2017.
A Business Case for Promoting Equity in the Behavioral Health Care System Through Cultural and Linguistic Competency, Ohio Department of Mental Health and Addiction Services, 2015.
The Othering & Belonging Institute, University of California, Berkeley, 2018.