

All applications must be received by
the Office for Equity and Inclusion
by no later than 4:00PM FRIDAY, SEPTEMBER 26, 2025



Partners in
Equity Grant
Program
Instructions
(PIE Grant)

WHERE TO FIND IN THIS DOCUMENT

	Page
General Information	3
Authority	3
PIE Program Overview	3
Definition of Terms	4
Eligibility Criteria	4
Other Considerations	5
PIE Grant Contract Period/Final Report	5
Notification	5
Disbursal of Funds	5
Application Timeline	5
Mailing Instructions /E-mail Submission	5
Scoring Criteria	6-7
List of Some Available Resources	8
Application	Separate Document

Please Note:

- ❖ Applications must be a word document or in pdf format.
- ❖ A scanned copy of the application will **NOT** be accepted.
- ❖ You may not use a previous year's application to apply for the current year's grant.

APPLICATION DUE DATE

All applications must be received by the Tamara D. Grigsby Office for Equity and Inclusion no later than 4:00 PM FRIDAY, SEPTEMBER 26, 2025

GENERAL INFORMATION

Questions contact:

Theola V. Carter, MPA – Manager of Policy and Program Improvement

Email: carter.theola@danecounty.gov

Telephone: 608-283-1391

Mailing Address: 210 Martin Luther King Blvd., Room 356, Madison, WI 53703

Available Funding in 2025

A total of \$59,491.00 is available for 2025.

Responses to Questions

All responses must be type written in 12 Pt. font (Times New Roman, Arial or Calibri). Spacing must be no less than 1.15 with one (1) inch margins all around. Responses to any one question **may not** exceed one page.

Authority

The Partners in Equity Grant (PIE Grant) was approved by the County Board of Supervisors and County Executive and piloted in 2015 to address systemic racial inequalities in health, education, employment or criminal justice. During the pilot period, the grant was administered by the Department of Human Services and the Office for Equity and Inclusion.

- **P & F –O-28 Partners in Equity Grant**

Grants are awarded to Dane County based community group(s) that will use the funding to address systemic racial inequities in the following areas:

- Health
- Education
- Employment
- Criminal Justice (areas to be addressed may be associated with the recommendation of the criminal justice workgroup.)

Criteria for applying for the grant are established by the Dane County Tamara D. Grigsby Office for Equity and Inclusion Advisory Board.

Partners in Equity Grant Program Overview

The Partners in Equity Grant Program of the Dane County Office for Equity and Inclusion supports Dane County-based community groups that propose to use funding to address systemic racial inequities in the criminal justice system, with a preference for proposals that address issues identified by the Criminal Justice Workgroup Recommendations in the September 2015 white paper titled “Investigating Solutions to Racial Disparities and Mental Health Challenges in the Dane County Jail and throughout Dane County’s Criminal Justice System”. A copy of the whitepaper may be obtained at the following website:

<https://equity.danecounty.gov/documents/PDFs/InvestigatingSolutions.pdf>

Definitions of Terms

Equity is just and fair inclusion into a society in which all, including all racial and ethnic groups, can participate, prosper, and reach their full potential. Equity gives all people a just and fair shot in life despite historic patterns of racial and economic exclusion (www.policylink.org).

The persistence of deep racial and social inequities and divisions across society is evidence of bias and systemic racism at the individual, institutional and structural levels. These types of bias often work to the benefit of White people and to the detriment of people of color, usually unintentionally or inadvertently. It is so embedded in systems that it often is assumed to reflect the natural, inevitable order of things.

Racial Equity is access or provision of equal opportunities for people from all racial and ethnic backgrounds. Racial equity refers to social equality for people of different races. Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail <https://cssp.org/wp-content/uploads/2019/09/Key-Equity-Terms-and-Concepts-vol1.pdf>

Racial Equity Impact is how different racial and ethnic groups are or will likely be affected by a proposed action or decision. [Racial Equity Impact Assessment Toolkit | Race Forward](#)

Eligibility Criteria

To request funding under this grant program, applicants must be a Dane County-based community group or Dane County based non-profit with a Federal Tax ID number. The organization must be working to address systemic racial inequities in the areas of health, education, employment or criminal justice.

Applicants that received a previous award must show evidence of project completion and satisfactory progress. Applicants' past performance will impact eligibility. Previous awardees who have not satisfactorily completed requirements are not eligible to apply. In other words, awardee(s) have one year to complete the project.

EXAMPLE

- If an awardee received a grant in 2023 then the awardee has all of 2024 to complete the project. All reporting information must be received no later than the 2nd month of 2025.
- If the awardee fails to comply with the terms of the grant agreement by the due date (i.e., reporting or fulfilling any part of the agreement), that grantee would be determined ineligible to apply for the RESJ grant in Fall of 2025.

FUNDING

- ✓ Individual organizations may apply for up to \$15,000.
- ✓ Partnerships or collaborations of two or more eligible organizations may apply for up to \$50,000. For partnerships, provide a clearly defined business relationship and responsibility for the initiative. Include a Memorandum of Understanding signed by each party detailing specific tasks, responsibilities, and liabilities for each partner.

Other Considerations

Dane County Tamara D. Grigsby Office for Equity and Inclusion reserves the right to amend, modify, or withdraw this application package and any of the grant program instructions, procedures, rules contained herein and may exercise such rights at any time with notice and without liability to any applicant or other parties for their expenses in the preparation of an application or otherwise. Applicants' annual operating budgets will be considered when making award determinations – in accordance to the goal and mission of the Partners in Equity Grant to address systemic racial inequalities in health, education, employment or criminal justice.

PIE Grant Contract Period and Final Report

The PIE Grant performance period will be from OCTOBER 6, 2025 to Final Report DECEMBER 31, 2026.
Final REPORTS DUE NO LATER THAN THE FIRST WEEK OF FEBRUARY 2026

Notification

Awardees will receive direct contact from the Manager of Policy and Program Improvement.

AWARDEE(S) ANNOUNCEMENT

The announcement will also be placed on the Office for Equity and Inclusions website
<https://equity.danecounty.gov/grants/PIE>

Disbursal of Funds

Funds will not be disbursed prior to a signed and executed grant agreement. Please Note: All invoices must be received no later than 30 days after the completion/close of the contract period.

Application Timeline 2025

Press Release /Publication	No later than September 1, 2025
Post Application to OEI Website	No later than September 1, 2025
APPLICATION DEADLINE	Friday, September 26, 2025
Application Review and Decision (s)	The week of September 29, 2025
Award letter	The week of October 6, 2025
Award announcement	The week of October 13, 2025
PIE Grant Contracts	Starting the Week October 20, 2025

MAILING/EMAILING INFORMATION

Mailing - Postmarked no later than September 26, 2025

Theola Carter, Manager of Policy and Program Improvement
The Tamara D. Grigsby Office for Equity and Inclusion
210 Martin Luther King Blvd., Room 356
Madison, Wisconsin 53703

E-mail Instruction

You may submit application to the following email address:
oeigrantssubmission@danecounty.gov

Scoring Criteria

The scoring criteria for grant applications are included below with elements of high, mid-range and low scores in four areas: Racial Equity Impact, Consistency with Criminal Justice Workgroup Recommendation, Scope/Quality/Creativity and Project Readiness and Partnership and Collaboration. The nature of projects varies greatly; this is intended to be a guide in preparing your application. Please note that applications which receive fewer than fifty (50) points will not be eligible for funding.

Racial Equity Impact 0-35 PTS

High Score

- The application is clear and specific on the systemic racial equity issue(s) to be addressed and provides documentation of the problem(s).
- The proposal demonstrates a commitment to seek creative and workable solutions.
- The outcome will have widespread benefit for communities of color and could spur other efforts/initiatives.

Mid-Range Score

- The application states the systemic racial equity issue(s) to be addressed, but there is limited documentation as to the extent of the problem. (For example, review: include research results, data and/or other anecdotal information such as periodical articles)
- The possible outcome will benefit in localized portions of the community.

Low Score

- The application is not clear on the issue(s).
- There will be very limited benefit to communities of color.

Consistency with Criminal Justice Workgroup Recommendations 0-30 PTS

High Score

- The project implements, or is a step in implementing, one or more recommendations of the Dane County Criminal Justice Workgroup.
- The project is clearly consistent with County policies and recommendations related to reducing racial disparities in the criminal justice system.

Mid-Range Score

- The project is consistent with recommendations of the Dane County Criminal Justice Workgroup but may not specifically be listed as a recommendation.
- The project area is not covered by recommendations of the Dane County Criminal Justice Workgroup, but is consistent with other county plans, or policies related to reducing racial disparities in the criminal justice system.
- The project is generally consistent with County policies and recommendations related to reducing racial disparities in the criminal justice system.

Low Score

- The project is not part of the Dane County Criminal Justice Workgroup recommendations and is not consistent with other County plans and policies.

Scope/Quality/Creativity/Project Readiness 0-20 PT

High Score

- The project has a well-defined scope, timeline, goals, detailed steps and measurable outcomes (e.g. what is being done, by whom, how steps relate to the final product, and when steps will be done).
- The leaders are identified and have made a commitment.
- A tentative meeting schedule (e.g. dates, times, places) is set.
- The project is highly creative and offers an innovative new approach to a complex problem.
- The budget is well thought out and realistic.
- The project/activity involves a one-time expenditure.

Mid-Range Score

- The project has a well-defined scope, but the products of the process may not be specifically known at this point. Each step of the process is described.
- A general meeting schedule is known (e.g. monthly, bimonthly, etc.).
- The proposal demonstrates a willingness to seek creative and workable solutions.
- Organizations from outside of the neighborhood provide a substantial portion of the contributions.

Low Score

- The scope of the project and the final products are not clear. There is no clearly defined process.
- There is no proposed schedule for completion.
- The project does not show a willingness to seek creative solutions.

Partnership and Collaboration 0-15 PTS

High Score

- There is a clearly articulated partnership plan that allows multiple agencies to bring their strengths to the collaboration towards the common goal of eliminating systemic racial inequities in the criminal justice system.
- Participants will actively include people of varying ages, ethnicities, races, and incomes.
- The project will strengthen and/or build new partnerships with public/private entities or other community groups.
- There is a well thought out plan for outreach and involvement of the people most impacted by the project/program in all project phases.
- There are letters of support, memorandums of understanding between partner organizations, or other evidence of broad community support.

Mid-Range Score

- There is a general plan for collaboration for the duration of the project.
- The project attempts to address systemic racial inequities in the criminal justice system, but there is no clear, ongoing commitment to implementation.
- There is evidence of support from some within the community.
- There are plans for an inclusionary process, but the specifics may not be known at this time.

Low Score

- There is no clear plan for collaboration or partnership.
- There is little demonstration of commitment or evidence of community support.

List of Some Available Resources

Please Note: This page is only a list of resources that applicants *may* use. This list is not exhaustive.

CITY OF MADISON

Neighborhood Indicators (UW Applied Population Lab and City of Madison): <http://madison.apl.wisc.edu>

Open Data Portal (City of Madison): <https://data.cityofmadison.com>

Madison Measures (City of Madison):

www.cityofmadison.com/finance/documents/madisonmeasures-2013.pdf

Census reporter (US Census Bureau):

<http://censusreporter.org/profiles/06000US5502548000-madison-city-dane-county-wi>

Equity Toolkit <https://www.raceforward.org/practice/tools/racial-equity-impact-assessment-toolkit>

DANE COUNTY

Geography of Opportunity: A Fair Housing Equity Assessment for Wisconsin's Capital Region (Capital Area Regional Planning Commission): www.capitalarearpc.org

Race to Equity report (Wisconsin Council on Children and Families): <http://racetoequity.net>

Healthy Dane (Public Health Madison & Dane County and area healthcare organizations): www.healthydane.org

Madison Dane County Public Health Dashboard - <https://publichealthmdc.com/coronavirus/dashboard>

Dane Demographics Brief (UW Applied Population Lab and UW-Extension):

www.apl.wisc.edu/publications/Dane_County_Demographics_Brief_2014.pdf

STATE OF WISCONSIN

Wisconsin Quickfacts (US Census): [U.S. Census Bureau QuickFacts: Wisconsin](https://www.census.gov/quickfacts/wisconsin)

Demographics Services Center (WI Dept. of Administration): <https://edirc.repec.org/data/dswigus.html>

Applied Population Laboratory (UW Madison): <https://apl.wisc.edu/resources>

FEDERAL

American FactFinder (US Census): <https://data.census.gov/all?q=American%20fact%20finder%20fact%20sheet>

2020 Census Gateway (US Census): <https://www.census.gov/programs-surveys/decennial-census/decade/2020/2020-census-main.html>