

2022-2025 COMMUNITY INVESTMENTS RFP | GLOSSARY OF KEY TERMS

9-County Region: Greater Twin Cities United Way's service area, inclusive of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott and western Washington counties.

Asset-based: Approaches or environments that consistently:

- Uplift the strengths, values and capabilities of people and communities
- Use people-first language
- Name our community context and the inequitable systems that are the root causes of the challenges we face
- Recognize the opportunities we have to disrupt inequities and create lasting change

Community: Those a nonprofit organization serves and/or intends to serve through its mission and programming.

Cultural competence: Demonstrating respect for and understanding of an individual or community's specific cultural experiences, and tailoring programs and services to reflect these nuances.

Deficit-based: Approaches or environments that consistently:

- Emphasize problems and pathologies
- Define people by their situation
- Position problems in terms of individual behaviors and deficits

Designed specifically for Black, Indigenous, Latinx, Asian, Pacific Islander, and/or Communities of Color:

Program or service is explicitly and intentionally centered on a participant's racial and cultural experience.

Intersectionality: The premise that people possess multiple, layered identities--including race, gender, class, sexual orientation, ethnicity, and ability, among others--and the ways in which these identities intersect to affect individuals' realities and lived experiences.¹

Outcomes: Changes over time that help us understand what effect or impact a program, effort, or grant had on a given individual or community. Outcomes may be evaluated using qualitative or quantitative data.

Outputs: Quantitative measures that capture the direct products of program activities and reach, such as number of individuals served by a particular program, number of

Participant-driven: Approaches or environments that support individuals in setting and moving toward their own goals.

Participant-centered: Approaches or environments that consider each person and their unique abilities and interests and create a place for them.

Quantitative data: Numerical data. Methods and formats may include close-ended surveys or performance metrics.

Qualitative data: Data that is not numerical in nature. Methods and formats may include open-ended surveys, interviews, focus groups, photography/video, mapping or drawing.

Racial equity: The condition that would be achieved if one's racial identity no longer statistically predicted how one fares, attained through the elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or that fail to eliminate them.²

Systems change: Creating lasting, transformative solutions to the inequities we seek to disrupt by income, race and place. Examples of systems change include:

- Shifting policies, practices, and resource flows with the goal of disrupting power structures and policies
- Supporting organizations in shifting inequitable organizational, financial, and social structures
- Increasing the representation of systemically excluded communities in decision-making positions
- Shifting individuals' mental models

¹ [Racial Equity Tools](#), 2020.

² [Racial Equity Tools](#), 2020.