



# Doula Scholarship Partner Selection Process

The Department used a structured process, informed by the stakeholder process to choose training organizations, ensuring funding was fairly distributed while staying within time, budget, and policy limits. Below are the key ways equity was considered in this process:

## **Time and Funding Efficiency:**

- To comply with SB23-288, the Department needed to use feedback solicited through a robust stakeholder process that occurred during FY23-24 and then use that feedback to distribute limited funds before they expired at the end of June 2025. To meet these deadlines, HCPF worked with pre-approved training organizations to help speed up the process by avoiding a long, competitive bidding process.
- Choosing from pre-approved organizations allowed HCPF to focus resources on groups with proven success and strong alignment with its goals.

## **Policy Alignment and Pre-Approval:**

- To design selection criteria and method of distribution, HCPF used data collected during the required stakeholdering.
- HCPF had already reviewed and approved a group of training organizations that met high standards for quality and compliance. This pre-approval made the selection process faster and smoother.
- The approval process included reviewing organizations' histories and experience working with diverse populations.

## **Equity-Focused Decision-Making:**

- A multi-departmental team at HCPF reviewed pre-approved organizations to make sure they met key criteria.
- Organizations were evaluated based on specific questions related to SB23-288 and feedback solicited during the stakeholder process, with a focus on their ability to:
  - Serve historically marginalized communities;
  - Offer culturally competent and language-accessible training;
  - Address gaps in access to care and training; and
  - Show data on past success with equity-focused outcomes.
- This structured approach ensured that equity was a priority, even with the need for action within this fiscal year.



### **Benefits of a Targeted Vendor Selection Process:**

- Faster process allowed us to meet timelines set forth in SB23-288.
- Internal criteria leveraged feedback that was collected through organized and deliberative stakeholder process during FY23-24.
- State procurement practices allow Departments to operate more flexibly when distributing smaller amounts because the added administrative burden of a competitive process delays disbursement and creates unnecessary burdens on smaller organizations to apply.