**United Way of San Antonio, NNIP Impact Fellowship Interview Guide**

**Draft October 2023**

**Intro Framing**

The goal of our conversation today is to learn more about the UWSA’s Impact Councils and nonprofit partners, their community impact, and how they are using data in their work. We want to better understand the role of data, how data has added value, and learn more about the work in our communities that was influenced by data.

1. You’ve shared before that CI:NOW’s data has helped educate nonprofit partners. What are some examples of these conversations – who were the partners and what data informed in those conversations?
   1. Potential Probe: What did they learn, Why was that learning was important, How did they use it in their work?

Note: Partners in this context can be very loosely interpreted to include any conversations like this they recall.

1. The Impact Councils have been using CI:NOW data in their work for a while now (since 2018?) – how has the role of data evolved in their work over time?
   1. Potential Probe: How do you describe the role and value of data to the Impact Councils today?
   2. Potential Probe: How did CI:NOW help the UWSA *“break out of our old silos and make the difficult decisions”*
2. How has the capacity to use data changed over time among members of the Impact Councils?
   1. Potential Probes: What are examples of members who have built data capacity and skills? How they use their new data capacity? Why has it been important for the Impact Council members to have stronger data capacity?
   2. Potential Probe: How are Impact Councils using CI:NOW data and data tools in their work now?
3. An earlier measure CI:NOW proposed is the Wage Disparity Index. How has this measure been used?
   1. Potential Probe: How has this measure influenced the UWSA and its partners?
      1. Listen for: If partners of the UWSA looked at their own internal practices?
   2. Potential Probes: What are other examples of specific measures that were important to the Impact Councils’ work?
4. What are some examples of new organizations the UWSA is working with now because of the shift to a data-driven collective impact model?
   1. Potential Probes: What are the community needs these organizations are addressing? What are their activities and programs? How was data used in deciding to invest in this organization?

Note: Listen and probe for details about their work in communities. This will help add specificity to the story that appeals to a wider audience.

* 1. Potential Probe: How were organizations supported to build their data capacity to be able to quantify their impact?

1. Thinking about each of the Impact Councils *(Early Childhood, Successful Students, and Strong Families and Individuals)* – what examples of impact are you measuring for individuals, families, and communities?

Note: This question can be calibrated to examples that come up in the interview. For example, ask about how they measure impact for the new organizations in question #5. Asking this is also about getting details that put the community and people in the story.