



## Grant Application Scoring Rubric

The following table shows examples of what it might look like when groups are working toward building a strong social justice movement, as opposed to doing “charity work.” These are only examples and this isn’t an exhaustive list, but hopefully provides enough information for your group to know where it stands.

Criteria	Charity -----> Movement Building				
	1	2	3	4	5
<b>Power building</b> <i>(Relates to power building question in the application)</i>	Organization provides direct aid or services with no evidence that they’re building collective power among their clients.	Organization is providing direct aid as a means of building trust among an excluded community, and/or is working to learn more about the underlying systemic issues.	Organization provides support and healing for BIPOC and other organizers from excluded communities.  Organization’s primary activity is using art and media as tools for organizing or creating awareness of systemic issues.	Organization is working on “taking space” for BIPOC and other excluded communities in dominant-culture sectors.  Organization is working toward the cultural preservation and/or changing the dominant narrative about historically	Organization is working to build the power of excluded communities by organizing people with the goal of long-lasting change at the systemic level. This may look like advocacy at the policy level, but also building power among excluded groups to accomplish a

				excluded groups.	collective, long-term goal.
<p><b>Systems change</b> <i>(Relates to systems change question in the application)</i></p>	<p>Organization provides direct services or relief without clear goals for eliminating root causes.</p>	<p>Organization focuses on outputs (research, reports, trainings, events, or community programs) but lacks a clear plan for inspiring and measuring collective impact.</p> <p>Organization provides culturally specific groups with tools and education to better their lives without pushing back against the system that creates the need to begin with.</p>	<p>Organization provides tools and trainings to leaders with the goal of bettering the lives of their whole community <i>and</i> pushes back against the system of injustice that created the need to begin with.</p>	<p>Organization builds leaders among excluded groups, challenges the status quo, and has clear goals for collective action and transformation.</p> <p>Organization is part of a larger movement fighting back against oppression by circumventing traditional approaches and centering mutual aid, community care, and healing among those most impacted.</p>	<p>Organization works to disrupt systems of oppression with clear objectives for collective liberation.</p> <p>Organization is fighting back against deep-seated issues on multiple fronts, including advocacy and policy change.</p>
<p><b>Representative leadership</b> <i>(Relates to</i></p>	<p>Organization's leadership does not represent</p>	<p>Organization has recognized a need to strengthen the</p>	<p>Organization is not led by those most impacted</p>	<p>Organization has taken significant and intentional</p>	<p>Organization is intentionally and strategically led</p>

<i>demographic questions in the application)</i>	those most impacted by the pain of injustice. Their structure seems hierarchical and top down.	leadership of excluded communities but hasn't gotten very far. Their leadership is still hierarchical and mimics dominant culture.	(yet), but partners with and supports other BIPOC-led organizations.	steps to be representative of those they serve and/or seems well on the way to flatten the organization's leadership models and to shifting power to front-line communities.	by those most impacted by injustice, has built a pipeline of leaders, and/or their structure is collaborative/non-hierarchical.
<b>Organizational capacity</b> <i>(Relates to the budget and other information submitted in the application)</i>	Organization is well established and has significant financial and human resources.	Organization is overly stretched and lacks the capacity or expertise to accomplish their goals.	Organization focuses primarily on program and service delivery and has not prioritized investing in their own capacity and infrastructure.	Organization is on the verge of a breakthrough and shows strong potential for impact.	Organization is solid, strategic and intentional in their growth.  Organization is new but shows a strong commitment to building capacity.
<b>Partnership building</b> <i>(Relates to the partnership question in the application)</i>	Organization doesn't partner with others or their partnerships are highly extractive.	Organization partners with others superficially and/or partners with others but retains all the power.	Organization has partnerships with others the same size or in the same sector and/or geographic area; their relationships	Organization partners with others across sizes, sectors and geographic areas and their relationships are mutually	Organization not only partners with others across sizes sectors and geographic areas, but also invests in relationships that are

			seem equitable.	beneficial and equitable.	intentional, authentic, equitable and transparent.  Organization actively works to strengthen the capacity and leadership of their partners.
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