



## General Fund 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 the list isn’t exhaustive**, but hopefully provides enough information for your group to know where it stands.

Criteria	Charity  Movement Building					
	0	1	2	3	4	5
<b>Systems Change</b> <i>(Relates to problems and strategies questions in the application)</i>	Organization addresses symptoms of injustice without clear goals for eliminating root causes.	Organization provides culturally specific groups with tools and education to better their lives but doesn't really push back against the system that creates the need to begin with.	Organization focuses on outputs (research, reports, trainings, events, or community programs) but lacks a clear plan for inspiring collective action.	Organization provides strategic tools and trainings to individual leaders or other organizations with the goal of pushing back against systems of injustice.	Organization builds leaders among excluded groups, has clear goals for collective (not just individual) action and transformation, and/or it centers mutual aid, community care, and healing among those most impacted.	Organization works to disrupt systems of oppression with clear objectives for collective liberation.  Organization is fighting back against deep-seated issues on multiple fronts, including advocacy and policy change.
<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's primary activity is "helping" historically excluded groups enter or succeed in predominantly White or wealthy artistic or sports spaces. For example: classical music, film, literature/writing, tennis, golf, skiing, etc.	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 historically excluded organizers.  Organization's primary activity is using art and media as strategic tools for organizing or changing systems.	Organization is working on "taking space" for BIPOC and other excluded communities in sectors traditionally dominated by mainstream White culture.  Organization is working towards the cultural preservation of and/or changing the dominant narrative about historically excluded groups.	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 collective, long-term goal.

<p><b>Partnership Building</b> <i>(Relates to the partnership question in the application)</i></p>	<p>Organization doesn't partner with others or their partnerships are highly extractive.</p>	<p>Organization partners with others superficially and/or partners with others but retains all the power.</p>		<p>Organization has partnerships with mostly mainstream organizations.</p>	<p>Organization partners with others across sizes, sectors and geographic areas and their relationships are mutually beneficial and equitable.</p>	
<p><b>Organizational Capacity</b> <i>(Relates to the budget and other information submitted in the application)</i></p>	<p>Organization is not well established and requires significant growth related to financial and human resources.</p>	<p>Organization is very well established and has the financial and human resources to accomplish their goals.  Organization is made up of members from dominant cultures.</p>	<p>Organization is established but overly stretched and lacks the capacity to accomplish their goals.</p>	<p>Organization is well established but a specific project of theirs that's in alignment with our priorities is difficult to fund.</p>	<p>Organization is doing OK but has not prioritized investing in their own capacity and infrastructure.</p>	<p>Organization is solid, strategic and intentional in their growth; on the verge of a breakthrough; and/or shows strong potential for impact.</p>
<p><b>Representative Leadership</b> <i>(Relates to demographic questions in the application)</i></p>	<p>Organization's leadership does not represent those most impacted by the pain of injustice.</p>	<p>Organization has recruited an advisory committee or some other external representative body to guide their work.</p>	<p>Organization has recognized a need to follow the leadership of excluded communities but hasn't gotten very far in successfully onboarding and retaining them.</p>	<p>Organization is not led by those most impacted (yet), but partners with and supports other BIPOC-led organizations.</p>	<p>Organization has taken significant and intentional steps to be representative of those they serve.</p>	<p>Organization is intentionally and strategically led by those most impacted by injustice, and/or has built a pipeline of leaders.</p>