

NJACRF – PHASE II Evaluation/Scoring Rubric

Criteria	1 Strongly Disagree	2 Disagree	3 Neutral (can't fully agree or disagree)	4 Agree	5 Strongly Agree
<p>Audiences/Constituencies:</p> <p>Serves vulnerable and diverse audiences/constituents (race, ethnicity, gender, sexual orientation, age, disability, and other relevant characteristics, such as immigration status).</p> <p>Serves an underserved geographic area in New Jersey.</p>	<p>Organization has provided no evidence of working with communities outlined by our criteria as uniquely vulnerable to the impacts of COVID-19.</p> <p>No evidence of having established relationships with vulnerable communities.</p>		<p>Organization demonstrates that they serve and have authentic connections to communities identified as most vulnerable by our criteria to the impacts of COVID-19.</p> <p>Has some relationships, partnerships, practices to engage with communities they serve.</p> <p>Serves a geographic area underserved by the arts, arts education, and history in New Jersey.</p>		<p>Central to the organization's mission and purpose is the creation of programming intended to serve and be accountable to communities outlined by our criteria as most vulnerable to the impacts of COVID-19.</p> <p>Demonstrates authentic long-term relationships to these communities. Have policies, practices, partnerships in place to engage deeply with communities they serve.</p>
<p>COVID-Related Need/Mission Impact*</p> <p>Organization has demonstrated need is related to COVID-19 circumstances in categories of personnel, operations, and/or programming; and funding will significantly help organization advance its mission and serve its constituents.</p> <p>Any partnerships described are effective and appropriate.</p>	<p>No real need or urgency is demonstrated in the proposal related to COVID-19 circumstances. Appears to be a generic request for general operating support.</p> <p>Does not articulate any additional constituent or organizational needs related to the pandemic.</p> <p>The organization has access to other resources to meet their needs and NJACRF funding is less critical to the organization's survival.</p>		<p>Proposal demonstrates a moderate need and urgency for the funding driven by ongoing COVID-19 restrictions and impacts.</p> <p>The organization can likely meet that need in a timely fashion because they have some access to other resources, but this grant will make a difference in recovery from COVID-19 impact.</p>		<p>Proposal demonstrates a significant, critical, and timely need for the proposed grant to advance mission and continue to serve their constituents in relation to the COVID-19 pandemic.</p> <p>May have access to other resources, but this grant will make a significant difference to most vulnerable constituents and help shift future outcomes during COVID-19 and in the future.</p>

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<p>Program Pivot and Sustainability*</p> <p>Organization has demonstrated creativity and flexibility in adapting its programming impacted by COVID-19 and demonstrates innovative and thoughtful ways to sustain successful adaptations.</p>	<p>The organization seems to be waiting until things “return to normal” and just treading water until operations return. Looking for funding to bridge the gap and have done little to adjust operations or programming.</p>		<p>Organization has made adaptations to some of its programming and has been able to generally continue offerings to its audiences and/or constituents in appropriate ways.</p> <p>Some adaptations will continue in the future and others will return to “normal” without considering new opportunities.</p>		<p>Organization has made significant adaptations to deliver its work to serve its audiences and/or constituents through transformative ways that will improve its future sustainability.</p>
<p>Racial Equity & Leadership* (x2)</p> <p>Organization has BIPOC (Black, Indigenous, People of Color) board and staff leadership and demonstrates a commitment to equity through internal policies and practices and/or external programs and activities.</p>	<p>No BIPOC leadership on staff or board.</p> <p>No demonstrated commitment to equity in internal policies and practices, external-facing programs, or audiences served.</p>		<p>Organization has some BIPOC board and/or staff leadership, but staff might not be in top decision-making roles (i.e., program staff, teaching artists, or docents).</p> <p>Has identified leadership, staff and board diversity as a priority. Organization works to ensure the community-facing staff (both paid and volunteer) reflects the diversity of the community they serve.</p> <p>Use basic minimum legal requirements as their commitment to equity (i.e., Equal Opportunity Employment statement). There is some evidence that organization is aware that there is work to be done to examine internal policies and practices and/or external programs and activities.</p>		<p>Organization has demonstrated a history of a commitment to BIPOC leadership on staff and board.</p> <p>Strong evidence that internal policies and practices, as well as external programs and activities, demonstrate the opportunity for all staff to advance diversity, inclusion, and equity.</p>

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<p>Budget</p> <p>The budget is adequate/reasonable to the scale and scope of the request and sufficiently supports the request narrative.</p>	<p>Budget template is not complete and/or not realistic. For example, makes income or fundraising assertions without adequate explanation; numbers do not align with request narrative or vague budget notes.</p>		<p>The budget template is complete and shows sufficient evidence of thought and planning; clarity is needed about some line items but generally feel organization has provided adequate budget information to support the proposal request.</p> <p>Smaller and/or start-up/growing organizations may not have a large or diverse funding base but have identified in-kind services and/or potential earned and unearned sources to balance budget.</p>		<p>Budget template is complete and shows strong evidence of thought and planning. Budget provides a clear understanding of how funds would be used. Budget aligns with their application narrative and most recent audit/990.</p> <p>Budget demonstrates that they have taken advantage of COVID-19-related funding opportunities.</p> <p>Smaller and/or start-up/growing organizations may not have a large or diverse funding base but have identified in-kind services and/or potential earned and unearned sources to balance budget.</p>