

NJACRF – PHASE III Evaluation/Scoring Rubric

Criteria	1 Strongly Disagree	2 Disagree	3 Neutral (can't fully agree or disagree)	4 Agree	5 Strongly Agree
<p>COVID-Related/Declared Disaster Artist Needs</p> <p>Organization has demonstrated artist/culture worker needs are related to COVID-19 and other sector disruptions.</p> <p>(Refer to Question #3)</p>	<p>No real artist/culture worker need or urgency is demonstrated in the proposal related to COVID-19/other sector disruptions, circumstances and impact. Appears to be a generic request for general operating support.</p>		<p>Proposal demonstrates a moderate need and urgency for the funding driven by ongoing COVID-19/other sector disruptions, circumstances and impact.</p>		<p>Proposal demonstrates a significant, critical, and timely need for the proposed grant to serve artists and culture workers in relation to COVID-19/other sector disruptions, circumstances and impact.</p>
<p>Artist/Teaching Artists/History Worker Connections and Reach</p> <p>The organization demonstrates they have experience or a plan to reach and serve individuals across New Jersey and represent/support a diverse pool.</p> <p>(Refer to Question #4; please consider responses from Question #6 regarding partnerships to understand if they are expanding reach via other means.)</p>	<p>The organization does not have direct relationships with individual artists or culture workers and their proposal suggests they will primarily use funding to sustain the needs of their staff and/or artist roster which is small, and has limited reach. Proposal feels more like a general operating request.</p> <p>No partnerships identified that would help the organization expand artist/culture worker reach.</p>		<p>The organization has demonstrated that they have connections to individual artists and culture workers, but would only serve a small number of individuals.</p> <p>Has some relationships and partnerships to that will moderately expand reach.</p>		<p>The organization has demonstrated through mission and programming that they have strong connections to individual artists and culture workers across the state or county, and have deep experience reaching a large number of individuals.</p> <p>Has established history with partners and/or has identified authentic and qualified new partners to achieve their goals. Described partnerships have demonstrated effectiveness and will add significantly to the outcomes of the regranting efforts.</p>

<p>Diversity of Artists/Teaching Artists/History Professionals Connections</p> <p>Serves vulnerable and diverse artists/teaching artists or history professionals (race, ethnicity, gender, sexual orientation, age, disability, and other relevant characteristics, such as immigration status). Serves an underserved discipline and/or geographic area discipline in New Jersey.</p> <p>(Refer to Question #4 and Racial Equity Q2. Please also consider responses from Question #6 regarding partnerships to understand if they expand the diversity of the individuals they will serve.)</p>	<p>Organization has provided no evidence of working with communities outlined by our criteria as uniquely vulnerable to the impacts of COVID-19/other sector disruptions</p> <p>No evidence of having established relationships with vulnerable artist/culture worker communities.</p> <p>They have not identified any partners to expand diversification of reach.</p>		<p>Organization demonstrates that they have some relationships and connections to communities identified as most vulnerable by our criteria to the impacts of COVID-19/other sector disruptions</p> <p>Has some partnerships that will moderately expand the diversification of the individuals they will serve. A BIPOC-led and/or focused organization is identified to expand BIPOC outreach, but it is unclear if they are serving as an equal and authentic partner.</p> <p>Serves a geographic area underserved by the arts, arts education, and history in New Jersey.</p>		<p>Organization demonstrates through mission and programming that they have a history serving, and have authentic connections, to communities identified as most vulnerable by our criteria to the impacts of COVID-19/other sector disruptions.</p> <p>Deepens reach to diverse workers through partnerships with other organizations with authentic long-term relationships to these communities. If a BIPOC-led and/or focused organization is identified to expand BIPOC outreach, it is clear that it is an equal and authentic partner.</p> <p>Diverse workers may also reside in geographic areas underserved by the arts, arts education, and history in New Jersey.</p>
Criteria	1 Strongly Disagree	2 Disagree	3 Neutral (can't fully agree or disagree)	4 Agree	5 Strongly Agree
<p>Regranting Experience and Program Administration:</p> <p>The organization demonstrates significant relevant experience with regranting programs for individual artists/teaching artists or history professionals and demonstrates they can design an effective and efficient program.</p> <p>(Refer to Question #5)</p>	<p>The organization has never offered a regranting program before, nor do they have any equivalent experience that indicates they would be able to implement this program. Proposal feels more like a general operating request. Organization has not provided an implementation plan or timeline.</p>		<p>The organization indicates that they have enough related staff experience working with artists/culture workers to implement a program without specific prior regranting history. Organization has indicated that they have an implementation plan but does not provide details or an efficient timeline.</p>		<p>Organization has a strong history of regranting and/or successfully administered a previous NJACRF intermediary grant and could easily offer an intermediary regranting program again. Organization has a detailed implementation plan and timeline within 90 days.</p>
<p>Racial Equity & Leadership* (Score 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</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>

(Refer to Racial Equity Questions #1, 2, 3)			<p>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 the organization is aware that there is work to be done to examine internal policies and practices and/or external programs and activities.</p>		
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<p>Project Budget and Organizational Financial Health</p> <p>The Project budget is adequate/reasonable to the scale and scope of the request and sufficiently supports the request narrative.</p> <p>The organizational budget is used as an indicator of overall capacity.</p>	<p>The project budget template is not complete and/or not realistic and does not provide adequate explanation or numbers do not align with request narrative.</p> <p>Organizational budget provided indicates there may not be capacity to add this additional project.</p>		<p>The project 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 information to support the proposal request.</p> <p>Smaller and/or start-up/growing organizations may not have a large budget, but their balance sheet indicates that they have some capacity to manage a regrating program.</p>		<p>The project budget template is complete and shows strong evidence of thought and planning. Budget provides a clear understanding of how funds would be used.</p> <p>Smaller and/or start-up/growing organizations may not have a large budget, but have a strong balance sheet that indicates that they have the capacity to manage regrating.</p>