New Jersey Arts and Culture Renewal Fund (NJACRF) – PHASE IV Evaluation/Scoring Rubric

Criteria	1 Strongly Disagree	2 Disagree	3 Neutral (can't fully agree or disagree)	4 Agree	5 Strongly Agree
COVID-Related and/or Other Disruption Need/Mission Impact Organization has demonstrated ongoing impact on the organization due to COVID-19 or other disruptions and funding will significantly help the organization advance its mission and serve its constituents. *Refer to Narrative Questions #1 (request description) and #3 (COVID-related Challenges and Other Disruptions)*	Proposal does not demonstrate real need or urgency related to COVID-19 or other disruption circumstances. Appears to be a generic request for general operating support that could have been requested pre-2020 without any new learnings from the past two years. Does not articulate any additional constituent or organizational needs related to the pandemic or other disruption. Nor do they articulate how the grant will address COVID-related or other challenges related to other disruptions. The organization has access to other resources to meet their needs and NJACRF funding is less critical to the organization's survival.		Proposal demonstrates a moderate need and urgency for the funding driven by ongoing COVID-19 restrictions and impacts as well as other disruptions. The organization has made a case for how NJACRF funding will help them address current and future anticipated challenges. The organization can likely meet needs with NJACRF funding and/or has some access to other resources.		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 and/or other disruptions. 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.
Equity **Program Access:** **Audiences/Constituencies and Relationships (Score x2):**	Organization has provided no evidence of working with communities outlined by our criteria as underserved and/or uniquely		Organization demonstrates that they serve and have authentic connections to communities identified as underserved and/or most vulnerable to		Creation of programming intended to serve and be accountable to communities identified as underserved and/or most vulnerable to the impacts of COVID-19 and

Criteria	1 Strongly Disagree	2 Disagree	3 Neutral (can't fully agree or disagree)	4 Agree	5 Strongly Agree
Serves vulnerable and diverse audiences/constituents (race, ethnicity, gender, sexual orientation, age, disability, and other relevant characteristics, such as immigration status) and includes these populations in creation and implementation in programming meant to serve them. Serves an underserved geographic area in New Jersey. *Refer to Narrative Questions Equity #1 and Equity section for additional support information*	vulnerable to the impacts of COVID-19 and other disruptions. No evidence of having established relationships with vulnerable or underserved communities. Serves a constituency that has multiple access points to art, art education, and/or history. If the organization has some relationships, the outreach is minimal or performative and is approached as a marketing initiative not an opportunity for deep engagement.		the impacts of COVID-19 and other disruptions. Organization articulates at least one way is has included the community in the design or advancement of the programs created to serve them. Has some relationships, partnerships, practices to engage with communities it serves. Serves a geographic area underserved by the arts, arts education, and history in New Jersey.		other disruptions is central to the organization's mission and purpose. Demonstrates authentic long-term relationships to these communities and adequate explanation of how it gathers information about the communities it serves. Organization has policies, practices, connections partnerships in place to engage deeply with the communities it serves.
Equity Program Access & Barrier Removal (Score x2): Organization has outlined different ways they have removed barrier to expand reach and access beyond current audiences and constituents and provided examples of successful engagement. *Refer to Equity Question #2*	Organization has not considered or identified barriers to accessing their program offerings		Organization has identified and articulated barriers to program access and has begun to intentionally eliminate barriers including, but not limited to, transportation, financial, and creating a culture of belonging. Organization has outlined some success in reaching diverse audiences.		Organization has identified and articulated barriers to program access and has made strong progress in intentionally eliminating a full range of barriers including, but not limited to, transportation, financial, and creating a culture of belonging. Organization has outlined multiple successful ways they have reached diverse audiences.
Equity: Staffing (Score x2)					

Criteria	1 Strongly Disagree	2 Disagree	3 Neutral (can't fully agree or disagree)	4 Agree	5 Strongly Agree
Organization has BIPOC (Black, Indigenous, People of Color) board and staff representation and creates an inclusive workplace. *Refer to Equity Question #3a*	No BIPOC staff or board members or indication of there being a priority to diversify staff.		Organization has some BIPOC board and staff representation (i.e., program staff, teaching artists, or docents). Organization has identified leadership, staff and board diversity as a priority.		Organization has demonstrated a history of a commitment to BIPOC leadership on staff and board and indicates an ongoing commitment to ensuring an inclusive workplace.
Diversity, Equity, Access, and Inclusion Policy (Score x 2) Organization demonstrates a commitment to equity through internal policies and practices and/or external programs and activities. *Refer to Equity Question #4*	No demonstrated commitment to equity in internal policies and practices, external-facing programs, or audiences served.		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. Has basic non-discrimination policy in place and is working on developing a more mission-driven diversity, equity, inclusion, and access statement for the organization.		Organization has policies, practices, partnerships in place to engage deeply with communities they serve. 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.
Criteria	**1 Strongly Disagree**	**2 Disagree**	**3 Neutral (can't fully agree or disagree)**	**4 Agree**	**5 Strongly Agree**
Budget The budget is adequate/reasonable to the scale and scope of the request and sufficiently supports the request narrative.	Budget is not very clear and/or not realistic. For example, makes income or fundraising assertions without adequate explanation; budget projects a large deficit without		The budget 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 shows strong evidence of thought and planning. Budget aligns with their application narrative and most recent audit/990.

Refer to completed Budget Template attachment	explanation, numbers do not align with request narrative or vague budget notes. Budget request is more than the entire current operating budget and there is no indication on how the organization will sustain the increase without NJACRF funding.		budget information to support a general operating proposal request. 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.		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 the budget. The budget suits the size and scope of the work and additional NJACRF funding will have critical and sustainable impact for the organization.