

Grunin Foundation - Alignment Questions Rubric

Questions	1 Limited Alignment	2	3 Moderate Alignment	4	5 Strong Alignment
<p>What funding priorities/outcome area(s) resonate with your work and mission? (see page 8 of Executive Summary)</p>	<p>* The organization's work and mission do not align with any of the funding priorities/outcome areas.</p>		<p>* The organization's work and mission show alignment with at least one of the funding priorities/outcome areas.</p>		<p>* There is clear demonstration that the organization's work and mission are highly aligned with at least one and potentially many of the funding priorities/outcome areas.</p>
Nonprofit Evaluation					
<p>How have you engaged and/or partnered with others (where appropriate), including intended service recipients, organizations, and community members, to propel your initiatives forward?</p>	<p>* There is no demonstration of true engagement and/or partnership with others. * Decision making is primarily made internally with only staff and/or board. * Lack of innovation in engagement or partnership approaches.</p>		<p>*Engages with others in a consistent manner, demonstrating a basic level of partnership and collaboration.</p>		<p>* Demonstrates comprehensive engagement with a wide range of constituents, fostering inclusive partnerships and leveraging collective strengths to drive initiatives forward effectively. * Clear evidence of significant impact resulting from partnerships, with tangible outcomes and benefits for all parties involved. * Demonstrates clear and transparent communication with intended service recipients, partners, and the broader community, fostering trust and accountability.</p>
<p>Additionally, how are you actively seeking and incorporating feedback to better understand and address needs, identify gaps, and enhance your programming?</p>	<p>* There is no demonstration of actively seeking feedback to better understand and address needs, identifying gaps, and enhance your programming. * Rarely incorporates feedback into programming or ignores it altogether. * Shows little to no ability to adapt to changing circumstances or feedback from intended service recipients/partners/community. * Shows little effort to identify or understand the needs of intended service recipients/ partners/community.</p>		<p>* Regularly seeks feedback through multiple channels and demonstrates a commitment to listening to intended service recipients/partners/community and making adjustments to programming. * Demonstrates a basic understanding of intended service recipients/partners/community needs through engagement and/or research. * Recognizes and acknowledges gaps in programming, but improvements are limited.</p>		<p>* Proactively seeks feedback, fosters a culture of open communication and dialogue with intended service recipients/partners/community, and systematically incorporates feedback into programming, leading to continuous improvement and enhanced outcomes. * Feedback loops and adjustments to programming happen regularly.</p>

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How does your organization center equity in your work both internally and externally?	<ul style="list-style-type: none"> * There is no internal OR external equity strategy or planning * Efforts for any existing plans have not started * There are no results from equity efforts * Equity is seen as a trend or ancillary concern not applicable to the organization 		<ul style="list-style-type: none"> * Equity is centered through internal OR external equity strategy and planning * Efforts for plans are only beginning, or not extensively carried out * The organization can only show preliminary or early results from equity efforts * Equity is a short term or ad hoc commitment and not ingrained into the organization 		<ul style="list-style-type: none"> * Equity is centered through internal and external equity strategy and planning * Efforts for plans are carried out * The organization can show results or measures of success/ progress from equity efforts * Equity is seen as a long term commitment * Organization has a comprehensive and intersectional approach to equity, centering equity in decision-making processes, policies, and practices, both internally and externally.
Targeted Communities					
Who does your organization serve and how are you reaching them through outreach and service delivery?	<ul style="list-style-type: none"> * No demonstration of outreach to marginalized communities, including groups who have been excluded based on race, age, sexual orientation, disability, socioeconomic or immigration status. * Organization's initiatives and programs are not primarily serving marginalized communities. * Organization serves a narrow or limited demographic, with outreach and service delivery efforts reaching only a small portion of the intended population. 		<ul style="list-style-type: none"> * Demonstration of some outreach to marginalized communities, including groups who have been excluded based on race, age, sexual orientation, disability, socioeconomic or immigration status. * The organization has some communications in place, but not a diverse plan to reach deeper into community. 		<ul style="list-style-type: none"> * Organization's primary service area focuses on marginalized communities, including groups who have been excluded based on race, age, sexual orientation, disability, socioeconomic or immigration status. * Organization has inclusive communication plan to reach far into community. * Comprehensive outreach and service delivery efforts that effectively reach the entire intended population.
Can you elaborate on the impact your initiatives have on marginalized communities?	<ul style="list-style-type: none"> * No clear impact on marginalized communities, with little evidence of targeted efforts to address their specific needs. 		<ul style="list-style-type: none"> * Some impact can be described for marginalized communities or the community needs have been identified but not addressed. * Only one or few identities are addressed. 		<ul style="list-style-type: none"> * Impact is clearly described, as are the needs of the community, and the communities the organization serves. * Initiatives have a significant impact on multiple marginalized communities (where relevant), leading to meaningful and lasting change that addresses root causes and empowers community members.

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What goals and strategies does your organization have in place to ensure equitable access to resources and benefits?	<ul style="list-style-type: none"> * The organization has not created goals or strategies, formally or informally, to ensure equitable access to resources and benefits for internal or external audiences * Equity and accessibility are approached narrowly without consideration for intersectional audiences, if considered at all 		<ul style="list-style-type: none"> * The organization has a few goals or strategies in place to ensure equitable access to resources and benefits for internal or external audiences * Goals and strategies may not be formally articulated * Equity and accessibility are approached narrowly without consideration for intersectional audiences 		<ul style="list-style-type: none"> * The organization has goals and strategies in place to ensure equitable access to resources and benefits for internal and external audiences * Goals and strategies are clearly articulated * Equity and accessibility are approached with an intersectional lens and take into account numerous communities served by the organization
Additionally, how do you measure success in achieving these objectives?	<ul style="list-style-type: none"> * The organization has no measurements of success in place for achieving objectives 		<ul style="list-style-type: none"> * The organization has few measurements of success in place for achieving objectives * The organization tracks/ measures some indicators of success * Measures are not used regularly to make decisions, change policies, or inform practices 		<ul style="list-style-type: none"> * The organization has measurements of success in place for achieving these objectives * The organization tracks/ measures indicators of success * Measures are used to make decisions, change policies, and inform practices
Community Level					
Optional: How does the impact of your work extend to the broader community?*	<ul style="list-style-type: none"> * Work has minimal or no discernible impact beyond immediate beneficiaries or stakeholders. 		<ul style="list-style-type: none"> * Work has a moderate impact on the broader community, reaching beyond immediate beneficiaries to affect larger segments or aspects of the community. 		<ul style="list-style-type: none"> * Impact is substantial, leading to significant and lasting change across the broader community, influencing attitudes, policies, or practices in a meaningful way.