**Hartford Foundation for Public Giving**
**Community Organizing RFP Rubric**

The Hartford Foundation Community Organizing RFP was created to support community organizing nonprofits and groups as they engage and activate residents to work together to solve persistent problems locally. This is in support of advancing equitable social and economic mobility and dismantling structural racism in Greater Hartford by creating opportunities to increase power sharing between underserved communities and the institutions meant to serve them. This rubric will be used to help the Foundation discuss grant applications and make funding decisions. This opportunity will be open to the public from April 8, 2025 – September 9, 2025. Decisions will be made on a rolling basis.

**ORGANIZATIONAL ASSESSMENT**

| | 0 (Lowest Score) | 1 | 2 | 3 (Most favorable) |
|---|---|---|---|---|
| **The organization or group seeking support is led by a racially/ethnically under-represented nonprofit leader (Executive Director, CEO or President) OR group leader.** | No, the nonprofit leader is not a racially/ethnically underrepresented leader. | N/A | N/A | Yes, the nonprofit leader is a racially/ethnically underrepresented leader. |
| **The organization or group demonstrates the ability to perform from a perspective of cultural humility. This might include the strategic recruitment of staff or being comprised of members (people) reflective of the community being served and training for greater understanding, inclusive service delivery/programmatic elements.** | The organization's staff or group members demonstrate no ability to perform from a perspective of cultural humility. | The organization or group shows limited ability and/or commitment to perform from a perspective of cultural humility. | The organization or group shows some ability to and/or commitment to perform their work or conduct their project from a perspective of cultural humility. | The organization or group explicitly demonstrates a commitment to perform their work from a perspective of cultural humility. |
| **The organization or group serves communities of color.** | The organization or group does not serve communities of color. | N/A | N/A | The organization is proximate to and substantially serves a community or group of |

| | | | | beneficiaries that is predominantly made up of people of color. |
|---|---|---|---|---|
| **The organization or group serves a community of historically and/or traditionally marginalized or underrepresented individuals (e.g. undocumented residents, religious minorities, LGBTQ+ members).** | The organization or group does not serve historically and/or traditionally marginalized or underserved individuals. | N/A | N/A | The organization or group is proximate to and substantially serves historically and/or traditionally marginalized or underserved individuals. |
| **The organization or group has served residents of Greater Hartford for one year or more.** | The organization or group has not served residents of Greater Hartford for one year or more. | N/A | N/A | The organization or group has served residents of Greater Hartford for one year or more. |
| **The entity does not have a current open grant with the Foundation.** | The entity has at least one open, active core or project grant from the Foundation. | The entity has at least one open grant awarded through another RFP or DAF. | The entity does not currently have any open, active grant from the Foundation. | The entity has never received a grant from the Foundation. |
| **The organization or group demonstrates working relationships with relevant key local community leaders, government officials, trainers/advisors and/or other community-based organizations and initiatives.** | The organization or group has no working relationships with relevant key local community leaders, government officials, trainers/advisors and/or other community-based organizations. | The organization or group has weak or limited working relationships with relevant key local community leaders, government officials, trainers/advisors and/or other community-based organizations and does not demonstrate a plan to increase or strengthen | The organization or group has some working relationships with relevant key local community leaders, government officials, trainers/advisors and/or other community-based organizations and there are plans to increase/strengthen important relationships to increase the success of the project. | The organization or group has strong working relationships with relevant key local community leaders, government officials, trainers/advisors and/or other community-based organizations and there are demonstrated efforts to maintain those relationships. |

| | | important relationships. | | |
|---|---|---|---|---|
| **The organization or group demonstrates the ability to work in broader initiatives, collaboratives, and working groups with the potential to increase the visibility of its constituency's issues to be heard and work towards solutions.** | The organization or group demonstrates no evidence of increasing the visibility of the message of their constituencies to work towards solutions. | The organization or group demonstrates little evidence of increasing the visibility of the message of their constituencies to work towards solutions. | The organization or group demonstrates some evidence of increasing the visibility of the message of their constituencies to work towards solutions. | The organization or group demonstrates strong evidence of increasing the visibility of the message of their constituencies to work towards solutions. |

## REQUEST ASSESSMENT

| | 0 (Lowest Score) | 1 | 2 | 3 (Most favorable) |
|---|---|---|---|---|
| **The proposed work is likely to be impactful, based on evidence such as experience doing this elsewhere or on a smaller scale, data of others implementing a similar strategy with success, research or emerging thinking around an innovative idea, etc.** | The application provides no evidence the proposed work will be impactful. | The application provides limited evidence the proposed work will be impactful. | The application provides a reasonable amount of evidence the proposed work will be impactful. | The application provides strong and ample evidence the proposed work will be impactful. |