

2025 Federal Crisis Response – General Operating Grant Rubric

	Mission Alignment & Population Focus	Engagement with Community/Underserved Populations	Diversity, Equity & Inclusion	Revenue Loss & Service Disruptions	Organizational Assets & Resilience
High	<ul style="list-style-type: none"> Mission is strongly aligned with Foundation’s issue areas AND/OR Foundation focus populations are central to applicant’s programs/ services 	<ul style="list-style-type: none"> Underserved populations central to work AND/OR Demonstrates deep community knowledge and partnership 	<ul style="list-style-type: none"> Leadership reflects served populations' identities/lived experience AND/OR Thoughtful approach to current DEI climate Sustained inclusive practices 	<ul style="list-style-type: none"> Major cuts/revenue loss to organization AND/OR Severe impact on organization’s staff/services AND/OR Significant disruption to organization’s services to vulnerable populations 	<ul style="list-style-type: none"> Strong organizational assets AND/OR Clear strategies for maintaining impact AND/OR Effective partnerships
Moderate	<ul style="list-style-type: none"> Mission somewhat aligned with Foundation’s issues areas AND/OR Foundation populations are a significant portion of programs/services 	<ul style="list-style-type: none"> Provides services to underserved populations AND/OR Demonstrates some community knowledge and engagement 	<ul style="list-style-type: none"> Some leadership representation AND/OR Aware of challenges related to current DEI climate AND/OR Developing inclusive practices 	<ul style="list-style-type: none"> Significant cuts/revenue loss to organization AND/OR Some impact on organization’s staff/services AND/OR Significant disruption to organization’s services to vulnerable populations 	<ul style="list-style-type: none"> Moderate organizational assets AND/OR General strategies for maintaining impact AND/OR Developing partnerships
Low	<ul style="list-style-type: none"> Mission alignment is poor AND Foundation’s focus populations are a smaller portion of programs/services <p>WE ARE HIGHLY UNLIKELY TO AWARD A GRANT IF YOUR ORGANIZATION IS LOW ON MISSION ALIGNMENT/ POPULATION FOCUS.</p>	<ul style="list-style-type: none"> Service to underserved populations is incidental AND/OR Limited evidence of community knowledge or engagement 	<ul style="list-style-type: none"> Little/no leadership representation AND/OR Does not demonstrate awareness of challenges related to current DEI climate AND/OR Limited/no inclusive practices 	<ul style="list-style-type: none"> Minor cuts/revenue loss to organization AND/OR Limited impact on organization’s staff/services AND/OR Minimal disruption to organization’s services to vulnerable populations 	<ul style="list-style-type: none"> Limited organizational assets AND/OR No articulated strategies for maintaining impact AND/OR Minimal/no partnerships

Note to Applicants: We’re sharing this rubric to help you craft responses that showcase your organization's alignment with our priorities and demonstrate your capacity to serve the communities we support. This rubric is a tool to help us organize and review the large volume of applications we anticipate receiving. While we’ll use these criteria to inform our initial review, we’re committed to reviewing each proposal fully and comprehensively. **We will not base funding decisions solely on rubric scores.**

We encourage you to tell your complete story in your application. Don't stress about hitting every criterion perfectly. Focus instead on communicating your organization's mission, community role, current challenges, and strengths as clearly as you can. We recognize that every organization is unique, and your work likely includes essential qualities that aren’t captured in these categories.