

Hartford Foundation for Public Giving

2024 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 shift power to people greatly affected by societal problems. 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 30 – September 10, 2024.

ORGANIZATIONAL ASSESSMENT

| | 0 | 1 | 2 | 3 |
|--|--|---|---|--|
| | (Lowest Score) | | | (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, 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 |



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



| important relationships.important 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 demonstrates demonstratesThe organization or group demonstratesThe organization or or group demonstratesThe organization or groupThe organization or groupbroader initiatives, collaboratives, and working groups with the potential to increase the visibilityThe organization of the work towards solutions.The organization or group demonstratesThe organization or groupThe organization or groupof its constituency's solutions.increasing the work towards solutions.increase to work towards solutions.The organization or groupThe organization or group demonstratesincrease to work towards solutions.increasing the work towards solutions.visibility of the work towards solutions.The organization or group demonstratesThe organization or group demonstratesincrease to work towards solutions.visibility of the work towards solutions.visibility of the work towards solutions.visibility of the work towards solutions.visibility of the work towards solutions. | Together for good. | | | | 1 |
|---|-------------------------|-------------------|--------------------------|---------------------|-------------------|
| 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 towardsor group demonstrates no evidence of increasing the visibility of the message of their constituencies to solutions.or group demonstrates evidence of increasing the visibility of the message of their constituencies to solutions.or group demonstrates evidence of increasing the visibility of the message of their constituencies to solutions.or group demonstrates evidence of visibility of the message of their constituencies to solutions.or group demonstrates evidence of visibility of the message of their constituencies to vork towards solutions.or group demonstrates evidence of visibility of the message of their constituencies to vork towards solutions.or group demonstrates evidence of visibility of the message of their constituencies to work towards solutions.or group demonstrates evidence of visibility of the message of their constituencies to work towards solutions.or group demonstrates evidence of visibility of the message of their constituencies to work towards solutions.or group demonstrates evidence to work towards solutions. | | | important relationships. | | |
| 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 towardsdemonstrates no ewidence of increasing the visibility of the message of their constituencies to solutions.demonstrates demonstratesdemonstrates ewidence of increasing the visibility of the message of their constituencies to solutions.demonstrates demonstratesdemonstrates ewidence of increasing the visibility of the message of their constituencies to work towards solutions.demonstrates demonstratesdemonstrates ewidence of increasing the visibility of the message of their constituencies to work towards solutions.demonstrates ewidence of increasing the visibility of the message of their constituencies to work towards solutions.demonstrates ewidence of increasing the visibility of the message of their constituencies to work towards solutions.demonstrates ewidence of increasing the visibility of the message of their constituencies to work towards solutions.demonstrates ewidence of visibility of the message of their constituencies to work towards solutions.demonstrates ewidence of visibility of the message of their constituencies to work towards solutions. | • | The organization | The organization | The organization or | The organization |
| broader initiatives, collaboratives, and working groups with the potential to increase the visibility of its constituency'sevidence of increasing the visibility of the message of their constituencies to solutions.little evidence of increasing the visibility of the message of their constituencies to solutions.evidence of increasing the visibility of the message of their constituencies to solutions.evidence of increasing the visibility of the message of their constituencies to work towards solutions.evidence of increasing the visibility of the message of their constituencies to work towards solutions.strong evidence of increasing the visibility of the message of their constituencies to work towards solutions.evidence of increasing the visibility of the message of their constituencies to work towards solutions.evidence of increasing the visibility of the message of their constituencies to work towards solutions.strong evidence of increasing the visibility of the message of their constituencies to work towards solutions.strong evidence of increasing the visibility of the message of their constituencies to work towards solutions.strong evidence of increasing the visibility of the message of their constituencies to work towards solutions. | group demonstrates | or group | or group | group | or group |
| collaboratives, and working groups with the potential to increase the visibility of its constituency's issues to be heard and work towardsincreasing the visibility of the message of their constituencies to solutions.increasing the visibility of the message of their constituencies to work towardsincreasing the visibility of the message of their constituencies to work towards solutions.increasing the visibility of the message of their constituencies to work towards solutions.increasing the visibility of the message of their constituencies to work towards solutions.of increasing the visibility of the message of their constituencies to work towards solutions.of increasing the visibility of the message of their constituencies to work towards solutions. | the ability to work in | demonstrates no | demonstrates | demonstrates some | demonstrates |
| working groups with the potential to increase the visibility of its constituency's issues to be heard and work towardsvisibility of the message of their constituencies to solutions.visibility of the message of their constituenciesvisibility of the message of their constituencies to work towardsvisibility of the message of their constituencies to work towards | broader initiatives, | evidence of | little evidence of | evidence of | strong evidence |
| the potential to increase the visibility of its constituency's issues to be heard and work towardsmessage of their constituencies to vork towardsmessage of their constituencies to work towards solutions.message of their constituencies to work towards solutions.message of their constituencies to work towards solutions.message of their constituencies to work towards solutions.message of their constituencies to work towards solutions. | collaboratives, and | increasing the | increasing the | increasing the | of increasing the |
| increase the visibility of its constituency's issues to be heard and work towardsconstituencies to to work towards solutions.constituencies to work towards solutions.constituencies to work towards solutions.constituencies to work towards solutions.constituencies to work towards solutions. | working groups with | visibility of the | visibility of the | visibility of the | visibility of the |
| of its constituency's issues to be heard and work towardswork towardsto work towardswork towardswork towardsissues to be heard and work towardssolutions.solutions.solutions.solutions.solutions. | the potential to | message of their | message of their | message of their | message of their |
| issues to be heard and work towardssolutions.solutions.solutions.solutions. | increase the visibility | constituencies to | constituencies | constituencies to | constituencies to |
| work towards | of its constituency's | work towards | to work towards | work towards | work towards |
| | issues to be heard and | solutions. | solutions. | solutions. | solutions. |
| solutions. | work towards | | | | |
| | solutions. | | | | |
| | | | | | |

REQUEST ASSESSMENT

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