

Hartford Foundation for Public Giving

Access Grant Rubric

The Hartford Foundation Access Grant was created with the intention of supporting organizations that share our strategic goal of dismantling structural racism, including by advancing equitable social and economic mobility by supporting sustainable solutions in Greater Hartford. This rubric will be used to help us to evaluate and prioritize grant applications.

ORGANIZATIONAL ASSESSMENT

	0	1	2	3
	(Lowest Score)			(Most favorable)
The organization does	The organization	The organization	The organization	The organization has
not have a current	has at least one	has an open grant	does not currently	never received a grant
open grant with the	open, active	of \$50,000 or	have any open,	from the Foundation.
Foundation.	multiyear grant	less, awarded	active grant from	
	from the	through a donor	the Foundation.	
	Foundation.	advised fund or		
		the nonprofit		
		support program.		
The organization	The	The	The organization's	The organization's staff
demonstrates cultural	organization's	organization's	staff mostly	well reflects the
competency/humility,	staff does not	staff does not	reflects the	community served, the
including through the	well reflect the	well reflect the	community served	organization is
recruitment of staff	community	community	and the	committed to retaining
that are reflective of	served and it has	served but the	organization is	staff and/or recruiting
the community	not shown a	organization is	committed to	staff that are reflective of
served and/or	commitment to	committed to	recruiting staff to	the community, as
through staff training.	recruiting staff	recruiting staff to	better reflect the	needed. The organization
	that would reflect	better reflect the	community. The	can also demonstrate
	the community or	community. The	organization can	cultural competency in
	providing training	organization can	also demonstrate	other ways (for example,
	in cultural	also demonstrate	cultural	training for staff.)
	competency for	cultural	competency in	
	existing staff.	competency in	other ways (for	
		other ways (for	example, training	
		example, training	for staff.)	
		for staff.)		
The organization	The organization	The organization	The organization	The organization is
serves, in significant	does not serve	serves a	serves a	proximate to and
part, communities of	communities of	community or	community or	substantially serves a
color OR works to	color. Nor does it	group of	group of	community or group of



	I		T	1
address systemic	have a mission or	beneficiaries that	beneficiaries that	beneficiaries that is
racism in a	any programming	includes very few	includes many	predominantly made up
predominately white	to address	people of color.	people of color.	of people of color. OR
community.	systemic racism in	Or has some	Or has a	solely or in large part
	a predominately	focus on	significant focus	works to address racism
	white community.	addressing racism	on addressing	in one or more
		in one or more	racism in one or	predominately white
		predominately	more	community.
		white	predominately	
		community.	white community.	
The organization	Under 25 percent	Between 25-50	Between 50-75	Between 75-100 percent
serves residents of	of the	percent of the	percent of the	of the organization's
Greater Hartford.	organization's	organization's	organization's	services are provided
	services are	services are	services are	within the Foundation's
	provided within	provided within	provided within	29-town funding region
	the Foundation's	the Foundation's	the Foundation's	
	29-town funding	29-town funding	29-town funding	
	region	region	region	
The organization can	The organization	N/A	N/A	The organization can
demonstrate	is unable to offer			share positive
successful	any experience			experiences where it has
performance in	where it has			made progress towards
achieving its mission	made progress			its mission.
for a period of at	towards it			
least one year.	mission.			
The organization	No, the nonprofit	N/A	N/A	Yes, the nonprofit leader
seeking support is led	leader is not a			is a racially/ethnically
by a	racially/ethnically			underrepresented leader.
racially/ethnically	underrepresented			
under-represented	leader.			
nonprofit leader				
(Executive Director,				
CEO or President).				

REQUEST ASSESSMENT

	0	1	2	3
	(Lowest Score)			(Most favorable)
Applicant offers a	As described, the	As described, the	As described, the	As described, the
solid rationale for	proposed work	proposed work	proposed work	proposed work could be
how the proposed	could not be	could be	could be expected	expected to make a
work would directly	expected to make	expected to	to make some	significant contribution
and effectively	any contribution	make a minor	contribution to	to the dismantling of
contribute to the	to the dismantling	contribution to	the dismantling of	structural racism and/or
dismantling of	of structural	the dismantling	structural racism	



structural racism	racism and/or	of structural	and/or equitable	equitable social and
and/or equitable	equitable social	racism and/or	social and	economic mobility.
social and economic	and economic	equitable social	economic	economic mobility.
mobility*	mobility.	and economic	mobility.	
	mobility.		mobility.	
(*Double Weighted)	The sure seed	mobility.	The desire of the	The construction of the construction of
The proposed work is	The proposed	The proposed	The design of the	The proposed work has
resident/client	work has not	work has been	proposed work	been designed and would
driven, including	received input or	influenced by	has received some	be implemented by or
through the	been informed by	some community	community input	with ongoing input from
engagement of the	the community to	input but there is	and its	representatives of the
community served in	be served nor is	no mechanism to	implementation	community to be served.
the design and	the community to	receive continual	would be adjusted	
implementation of	be served	input from the	based on some	
the proposed work.	involved in its	community in its	community input,	
	implementation	implementation.	but the	
	or asked to		mechanism for	
	provide feedback		ongoing feedback	
	on the		is less robust.	
	implementation.			
The proposed work	The applicant has	Some need for	Considerable need	The applicant has
would address a need	not demonstrated	the proposed	for the proposed	demonstrated a clear,
(continued or new)	a need for the	work has been	work has been	strong (continued or
and would not	proposed work	demonstrated	demonstrated	new) need for the
duplicate existing	and has not	with limited	and/or some	proposed work and has
efforts by others to	demonstrated	description of	knowledge of	described how this effort
address the same	knowledge of	how this would	related efforts has	might complement
need.	existing	relate to existing	been described.	related programming
iiccu.	programming that	efforts.	been described.	that already exists.
	might be	enorts.		that alleady exists.
	duplicative.			
Foundation funding	Without	Without	Without	Without Foundation
would meaningfully	Foundation	Foundation	Foundation	
				funding, the proposed work could not move
contribute to the	funding, the	funding, most of	funding, the	
organization's ability	applicant would	the proposed	proposed work could not move	forward or would be
to implement	be able to use	work could move		significantly delayed
proposed activities.	other available	forward but	forward as	while other funding
	funding or	Foundation	effectively and	sources were sought.
	resources to move	funding would be	would be	
	the work forward.	helpful.	significantly	
			delayed.	
The proposed work is	The application	The application	The application	The application provides
likely to be	provides no	provides limited	provides a	strong and ample
successful, based on	evidence of likely	evidence of likely	reasonable	evidence of likely success
evidence such as	success of the	success of the	amount of	of the proposed work in
successful experience				I
Succession expensence	proposed work in	proposed work in	evidence of likely	achieving expected



or on a smaller scale,	expected	expected	proposed work in	
data of others	outcomes.	outcomes.	achieving	
implementing a			expected	
similar strategy with			outcomes.	
success, or research				
or emerging thinking				
around an innovative				
idea, etc.				
The proposed work,	The measurable	There is some	The measurable	The measurable change
as described, could be	change described	chance that the	change described	described in the
expected to result in	in the application	measurable	in the application	application seem
some measurable	is unlikely to be	change could	might be	achievable through the
progress towards the	achieved through	result from the	achievable	activities outlined.
goal of the request.	the activities	activities	through the	
	outlined.	outlined.	activities outlined.	
If more than one year	The applicant has	The applicant has	The applicant has	The applicant has
would be needed to	offered no	considered the	outlined a	outlined a realistic
advance measurable	evidence that they	need for	somewhat	sustainability plan or
change through the	have considered	sustainability	realistic	provided a clear
work, the	the need for	beyond a year	sustainability plan	explanation as to why
organization has	sustainability	but not offered a	to continue the	the effort would not
considered the need	beyond a year.	sustainability	work beyond a	need to be sustained
and/or has a plan to		plan to support	year	beyond a year.
sustain the effort		that.		
beyond the grant				
period.				