Grunin Foundation - Alignment Questions Rubric

Questions	1 Limited Alignment	2	3 Moderate Alignment	4	5 Strong Alignment
What funding priorities/outcome area(s) resonate with your work and mission? (see page 8 of Executive Summary)	* The organization's work and mission do not align with any of the funding priorities/outcome areas.		* The organization's work and mission show alignment with at least one of the funding priorities/outcome areas.		* 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.
Who does your organization serve and how do you engage with them?	* 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.		* 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.		* 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.
Additionally, how are you actively seeking and incorporating feedback to better understand and address needs, identify gaps, and enhance your programming?	* 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.		* 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.		* 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.

Question					
How have you engaged and/or partnered with others (where appropriate), including intended service recipients, organizations, and community members, to propel your initiatives forward?	* 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.		*Engages with others in a consistent manner, demonstrating a basic level of partnership and collaboration.		* 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.
How does your organization center equity in your work both internally and externally?	* 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		* 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		* 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.
What goals and strategies does your organization have in place to ensure equitable access to resources and benefits?	* 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		* 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		* 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

How does your organization define and measure success?	* Vague or unclear definition of success. * The organization has no measurements of success in place. * Little to no connection between success and organizational goals. * No consideration of stakeholder perspectives.		* Somewhat clear definition of success, but lacks specificity. * The organization has few measurements of success in place. * The organization tracks/ measures some indicators of success * Some connections to goals, but not fully aligned. * Some acknowledgment of stakeholder views, but limited. * Measures are not used regularly to make decisions, change policies, or inform practices	* Clear, concise, and specific definition of success. * The organization has measurements of success in place. * The organization tracks/ measures indicators of success. * Strong connection between success measures and organizational goals. * Comprehensive inclusion of stakeholder perspectives in defining success. * Measures are used to make decisions, change policies, and inform practices
*Optional: How does the impact of your work extend to the broader community?**	*Work has minimal or no discernible impact beyond immediate beneficiaries or stakeholders.*		*Work has a moderate impact on the broader community, reaching beyond immediate beneficiaries to affect larger segments or aspects of the community.*	*Impact is substantial, leading to significant and lasting change across the broader community, influencing attitudes, policies, or practices in a meaningful way.*