

## SCORING RUBRIC

Committee members will use the following criteria for application reviews. The committee will then discuss their reviews collectively and make funding decisions based on group consensus.

<b>Organization's Leadership and Decision-Making</b>	<b>Organizational Process</b>
<ul style="list-style-type: none"> <li>• The organization's decision-makers are evident, and the organization is investing in them.</li> <li>• Three-quarters of the organization's decision-makers are BIPOC community members.</li> <li>• The organization's decision-makers are representative of the community they serve, and the decision-making processes center the needs and voices of BIPOC community members.</li> </ul>	<ul style="list-style-type: none"> <li>• The applicant clearly explains their goals, and these goals align with 2023 program priorities of The People's Fund: (a) compensating BIPOC staff, contractors, and interns equitably and (b) centering the needs, experiences, and backgrounds of BIPOC communities.</li> <li>• The applicant's plan for achieving these goals is clear and makes sense.</li> <li>• The applicant explains how the funds would support them in reaching their goals.</li> </ul>
TOTAL: /3	TOTAL: /3
<b>Organization's Mission, Activities, and Understanding of Veganism as a Social Justice Practice</b>	<b>Spending Narrative: Equitable Pay and Reasonable Allocation of Funding</b>
<ul style="list-style-type: none"> <li>• Applicant provided a mission statement that fulfills the requirements of the application.</li> <li>• The organization's mission aligns with the goals of The People's Fund to build people power, accelerate food system change, and achieve racial equity in funding across our movement.</li> <li>• The organization is working toward ending industrial animal agriculture, developing a just and sustainable food system, or promoting veganism as a social justice practice.</li> </ul>	<ul style="list-style-type: none"> <li>• The applicant submitted a spending narrative that fulfills the requirements of the application, and it clearly outlines how the grant funds would be used.</li> <li>• The allocation of funds outlined in the spending narrative is reasonable.</li> <li>• The allocation of funds outlined in the spending narrative clearly addresses equitable compensation for BIPOC staff, contractors, or interns.</li> </ul>
TOTAL: /3	TOTAL: /3

**TOTAL POINTS: /12**

## VALUES ALIGNMENT

The following items are reminders to committee members to align our values with our decision-making process. They are part of the lens through which we review each proposal, separate from the rubric.

<b>Trust</b>	<p>The proposal acknowledges past harm caused by the animal protection movement to BIPOC communities and provides a plan for repairing relationships and rebuilding trust.</p> <p>The proposal reflects a deep understanding of the importance of trust in addressing income and racial-equity issues in compensating BIPOC staff, contractors, and interns.</p> <p>The proposal demonstrates a clear understanding of the value of transparency and provides specific and concrete examples of how transparency would be practiced to build trust and nurture reciprocal relationships with community members.</p> <p>The response may also mention any policies or practices in place to ensure transparency.</p>
<b>Equity</b>	<p>The proposal shows a deep understanding of the importance of equity in compensating BIPOC staff, contractors, and interns.</p> <p>The overall proposal acknowledges and addresses any potential biases or inequities that may exist within the organization's compensation practices.</p> <p>The proposal reflects a deep understanding of equity and the importance of providing BIPOC advocates with equitable access to resources. The proposal is well-developed and clearly articulates how equity can be achieved in practice. The proposal shows an awareness of the intersectional nature of oppression and how it affects BIPOC communities and farmed animals. The proposal shows a commitment to actively working toward equity and creating systemic change.</p>
<b>Learning</b>	<p>The proposal demonstrates a strong commitment to active listening, challenging the status quo, and cultivating a practice of collaborative growth as an applicant.</p> <p>The proposal provides clear and detailed strategies for how the applicant would foster a culture of learning, including specific actions or metrics to track progress and outcomes.</p> <p>The proposal provides examples or other compelling evidence of how the applicant has prioritized learning in the past and how this has led to positive outcomes or improvements for the applicant.</p>